

MINUTES

of the

FACULTY SENATE

of

CLEMSON UNIVERSITY

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Aug. 1968-  
Apr. 1969

August, 1968 through April, 1969

CLEMSON UNIVERSITY

MINUTES OF THE FACULTY SENATE

1968-1969





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August 20, 1968

Memorandum to: Members of the Faculty Senate

From: Gene Park, President of the Faculty Senate

The Executive committee of the Faculty Senate has set the meeting place, time and date for the 1968-69 meetings as follows:

<u>Meeting Place:</u>	Olin Hall Auditorium
<u>Time:</u>	4:15 p. m.
<u>Dates:</u>	Tuesday, August 27, 1968
	Tuesday, September 10, 1968
	Tuesday, October 8, 1968
	Tuesday, November 12, 1968
	Tuesday, December 10, 1968
	Tuesday, January 14, 1969
	Tuesday, February 11, 1969
	Tuesday, March 11, 1969
	Tuesday, April 15, 1969

Please be present for the first meeting of the year on August 27, 4:15 p. m. in Olin Hall Auditorium. Proposals for possible consideration by the Senate from you or your constituents are invited and welcomed. The committees for the new year have been made up and lists will be distributed at the meeting.

*Gene Park*



# FACULTY SENATE ROSTER 1968-1969

<u>Name</u>	<u>Dept.</u>	<u>Campus Address</u>	<u>Telephone</u>	<u>Term End</u>
<u>AGRICULTURAL AND BIOLOGICAL SCIENCES</u>				
J. K. Reed	Ent.	301 Long	308	1969
W. C. Godley	Ani. Sci.	213 P&AS	286	1970
J. R. Warner	For.	151 P&AS	373	1970
J. F. Dickey	Dairy Sci.	124 P&AS	230	1971
D. L. Handlin	Ani. Sci.	215 P&AS	428	1971
E. B. Rogers	Agri. Engr.	128 Agri Engr	315	1971
<u>ARCHITECTURE</u>				
V. S. Hodges	-----	115 Arch Lee	<del>228</del> 426	1970
R. E. Knowland	-----	118 Lee	426	1971
K. J. Russo	-----	110 Lee	426	1971
<u>ARTS AND SCIENCES</u>				
S. M. Lukawecki	Math.	0-310 Martin	387	1969
M. G. Miller	Phys.	208 Kinard Lab	253	1969
R. F. Mixon	Mod. Lang.	0-2 Martin	488	1969
Eugene Park	Math.	0-110 Martin	387	1969
W. C. Capel	Soc. Sci.	B-5 Hardin	296	1970
J. G. Dinwiddie	Chem & Geol	303 Brackett	355	1970
L. D. Huff	Phys.	303 Kinard Lab	253	1970
Mrs. Rameth Owens	Soc. Sci.	B-7 Hardin	296	1970
J. V. Reel	Soc. Sci.	209 Hardin	296	1970
J. F. Allen	Chem & Geol	200 Brackett	239	1971
J. V. Brawley, Jr.	Math.	0-17 Martin	388	1971
R. J. Calhoun	English	0-304 Martin	488	1971
W. F. Gettys	Phys.	203 Kinard Lab	253	1971
J. L. Idol, Jr.	English	0-216 Martin	488	1971
B. J. Prochaska	Math	0-323 Martin	717	1971
<u>EDUCATION</u>				
Herbert Brantley	RPA	108D Godfrey	264	1969
A. K. Jensen	Ag. Educ.	136 P&AS	294	1970
H. E. Morgan, Jr.	Ind. Educ.	200-A IE Bldg	442	1971
<u>ENGINEERING</u>				
D. W. Bradbury	ME	304 Riggs	229	1969
R. F. Nowack	EM	210 Lowry	265	1969
F. C. Alley	ChE	209 Earle	357	1970
J. N. Thurston	EE	211 Riggs	227	1970
H. W. Busching	CE	222 Lowry	223	1971
J. C. Mullins	ChE	222 Earle	356	1971
M. K. Richardson	EM	208 Lowry	265	1971
<u>INDUSTRIAL MANAGEMENT AND TEXTILE SCIENCE</u>				
J. H. Marvin	Text.	325 Serrine	350	1969
D. W. Lyons	Text.	312-D Serrine	350	1970
J. M. Pearce	Econ.	209-D Serrine	337	1971
C. O. Shuler	IM	110-E Serrine	332	1971



FACULTY SENATE COMMITTEES - 1968-1969

Officers: President - Eugene Park  
Vice-President - Douglas W. Bradbury  
Secretary - Robert E. Nixon

Committee on Committees: The above named officers plus  
W. C. Godley (Agriculture), V. S. Hodges (Architecture),  
J. G. Dinwiddie (Arts and Sciences), Herbert Brantley  
(Education), J. N. Thurston (Engineering), J. M. Pearce  
(Industrial Management and Textile Science).

Admissions and Scholarship Committee:

J. K. Reed (chairman), H. W. Busching, D. L. Handlin,  
L. D. Huff, J. L. Idol, A. K. Jensen, R. E. Knowland,  
J. H. Marvin, R. F. Nowack.

Committee on Policy:

S. M. Lukawetki (chairman), J. F. Allen, R. J. Culhoun,  
W. E. Gettys, Mrs. Rameth Owens, B. J. Prochaska,  
J. V. Resz, E. B. Rogers, K. J. Russa, C. C. Shuler.

Welfare Committee:

D. W. Lyons, (Chairman), F. C. Alley, J. V. Brawley, Jr.,  
W. C. Capel, J. F. Dickey, M. F. Miller, E. E. Morgan, Jr.,  
J. C. Mullins, M. K. Richardson, J. R. Warner.

Meeting Place: Ordin Hall Auditorium

Time: 4:15 p. m.

Dates: Tuesday, August 27, 1968  
Tuesday, September 10, 1968  
Tuesday, October 8, 1968  
Tuesday, November 12, 1968  
Tuesday, December 10, 1968  
Tuesday, January 14, 1969  
Tuesday, February 11, 1969  
Tuesday, March 11, 1969  
Tuesday, April 25, 1969



## MINUTES OF THE FACULTY SENATE

August 27, 1968

The Faculty Senate met for its regular monthly session on August 27, 1968 in Olin Hall Auditorium, beginning at 4:15 p.m. with President Eugene Park presiding. The minutes of the previous meeting on April 23, 1968, were read and approved. The following chairman of the standing committees were introduced: J. K. Reed, Admissions and Scholarship; S. M. Lukawcki, Policy; and D. W. Lyons, Welfare.

President Park reviewed the status of several items of unfinished business which had been under consideration by the Senate, including the proposal for the formation of a long-range planning committee which would act in an advisory capacity to the Administration regarding academic matters. A committee will be formed to study the possible merger of the Faculty Senate with the Faculty Research Council. The proposal concerning the implementation of the President-Elect system for the Faculty Senate was referred to the Committee on Policy.

The following items were mentioned in an April 18 reply to the Dean of the University: (1) the possibility that the Past President of the Faculty Senate might attend the meetings of the Educational Council in order to give more academic representation to that body, (2) further action which might be pursued by the Senate in the proposal to allow formal faculty participation in the selection of academic administrators, (3) additional study of the twelve-month pay system, (4) the suggestion that the new faculty manual include a statement of policy on work-load computation and on outside work, and (5) the tentative notification to the faculty by April 1 of their salaries for the coming academic year.

The matter of the representation of the School of Nursing on the Faculty Senate was discussed. No action was taken.

A proposed policy prepared in the office of the Dean of the University concerning Clemson University summer study abroad was distributed to the Senate. The Faculty Senate was invited to study the proposal and submit comments, suggestions, or criticisms to the Dean of the University. Considerable discussion centered around the restriction by which the proposed policy would not permit auditing of courses in this program. Additional discussion involved the collection of fees and the question of pay for the participating faculty members. The motion was passed that the Senate endorse the proposal, with the deletion of the no-audit restriction, and send its comments in writing regarding the collection of fees and payment for faculty members to the Dean of the University.

A brochure describing the Clemson-in-England program for the summer of 1969, sponsored by the History Department, was distributed at the meeting.

A proposed study of fringe benefits at Clemson as compared to other universities was referred to the Welfare Committee.

The matter of revised class attendance regulations, the establishment of the pass-fail grading system, and the elimination of Saturday classes was referred to the Admissions and Scholarship Committee.



A resolution presented by C. O. Shuler outlining the stated purpose and objectives of the Faculty Senate was distributed. A motion by M. G. Miller that it be put into the proper committee for study was passed. The resolution was referred to the Committee on Policy.

E. B. Rogers was asked to put into writing his motion requesting a study of the continuous enrollment requirements as stated in the Graduate School Catalog.

President Park reported on the activities of the various meetings which he attended as representative of the Faculty Senate including the Athletic Council, the Educational Council, and the Board of Trustees.

President Park announced that a policy statement from the Administration involving appearances of university personnel before regulatory commissions had been withdrawn. The University Committee on Honorary Degrees is soliciting names to be nominated for an honorary degree.

There was some discussion involving the consideration of the initiation of the quarter system, especially because of various calendar difficulties which the present system brings about. No action was taken.

The Clemson YMCA has again made arrangements to conduct a Health Club three days a week for faculty and staff members. Facilities are available for swimming, volleyball, and jogging.

President Park expressed appreciation to D. L. Handlin, H. E. Morgan, Jr., and S. M. Lukawcki, who represented the Faculty Senate on the recent Faculty Orientation Program. The meeting was adjourned at 5:30 p.m.

Respectfully submitted,

Robert F. Mixon

Absent: W. C. Godley, J. F. Dickey, W. C. Capel, J. V. Brawley, Jr., M. K. Richardson, and J. H. Marvin

(A proposal for consideration by the Faculty Senate,

The Faculty Senate recommends that the President of Clemson University establish a committee concerned with long-range planning in the academic realm.

It is envisioned that this committee would consist of approximately twelve faculty members serving three year terms, with a third of the committee being replaced each year. This committee will report to the President at least once a year its thoughts and recommendations with regard to long-range trends and goals of the University's academic program.



## CLEMSON UNIVERSITY SUMMER STUDY ABROAD

With the approval of the appropriate University officials, including the University Curriculum Committee, a department within the University may submit a written proposal for offering courses carrying regular Clemson University credit and conducted within a foreign country or countries during the summer.

For the present, the proposal should follow these guidelines:

1. The department, after it has received permission through regular administrative channels to plan a program of foreign study, should negotiate with a reputable travel agency which will arrange for transportation, housing, and food for the individuals involved in the program. The department in consultation with the travel agency will plan the tour.
2. Both the faculty and the students involved in the program of foreign study will deal with the travel agency on an individual basis, and Clemson University will in no way be concerned with these matters or with other matters related to travel abroad such as securing passports, visas, health certificates, etc. In addition each student will be required to sign a statement relieving Clemson University of any responsibility for any injury sustained during the period of the tour. Each student will also be required to have adequate health protection effective in the country or countries of study.
3. Students will meet the same standards for enrolling in Clemson courses offered abroad as if the courses were being given on the Main Campus. The department will limit the enrollment in a course to the number which it is prepared to teach and the travel agency is prepared to accommodate.

4. Students will register for the courses before leaving this country and pay the same fees as if the courses were being taught on the Main Campus. They will be entitled only to such refunds and under such conditions as students on the Main Campus.
5. No auditing of courses will be allowed.
6. Faculty teaching courses offered abroad will be paid at the same rate as if they were teaching the courses on the Main Campus. They shall receive no allowance from Clemson University for travel or living expenses and they are not to incur any expenses while abroad which would be chargeable to Clemson University.
7. Clemson University assumes the same responsibility for the conduct of students enrolled in its courses offered abroad as it would if the students were taking the course on Main Campus but living and eating off campus.



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August 23, 1968

A resolution presented to the Clemson University Faculty Senate at its regular meeting August 27, 1968.

WHEREAS, this is a high level deliberative body; and,

WHEREAS, the members of this body are carefully selected by their peers; and,

WHEREAS, such members are held in high esteem and great trust by their electors; and,

WHEREAS, these members have many duties involving grave responsibilities and

WHEREAS, their time is of much value; and,

WHEREAS, the improper use of their time and abilities would be detrimental to the University and an imposition on the individual; and,

WHEREAS, under appropriate conditions they can and will make a meaningful contribution; and,

WHEREAS, great leadership is available to guide and direct their several abilities; and,

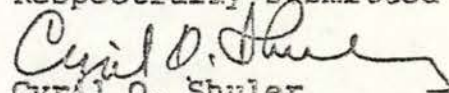
WHEREAS, our colleagues and the University administration have great expectations from our labors, and

WHEREAS, concord and harmony are greatly to be desired in a mission such as ours.

THEREFORE, BE IT RESOLVED THAT:

1. Only problems of significance to the whole faculty and University be considered;
2. That the number of projects attempted be strictly limited;
3. That such projects as are to be considered be assigned to the most competent work group available;
4. That members exercise restraint in questioning actions and motives of duly appointed working groups;
5. That changes and criticisms to working group findings and recommendations be of a substantive nature;
6. That all disagreement and misunderstandings be expressed with consideration toward the criticized;
7. That all concerned work toward a few worthwhile actions rather than a plethora of minutia; and,
8. That the accomplishments of the 1968-69 will be of such significance that they will be a monument to past Senates and will provide a beacon for future deliberative bodies.

Respectfully submitted

  
Cyril O. Shuler  
Industrial Management



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FROM: Y. M. C. A.

TO: All Faculty and Staff Members

REFERENCE: Swimming, Volleyball, and Jogging

The "Y" will make arrangements for male faculty and staff to use our facilities from 11:00 a.m. to 1:00 p.m. on Monday, Wednesday, and Friday. Facilities are available for women from 9:00-11:00 a.m.

Last year we had a large group for all three activities. This year we will employ a student to life guard, issue equipment, and supervise the Health Club.

Faculty and staff who are not "Y" members will have to pay a \$2.00 program fee for use of these facilities.

We will initiate this program on September 4, 1968.

Additional information may be obtained from Otis Nelson at the "Y".



MINUTES OF THE FACULTY SENATE  
September 10, 1968

The Clemson University Faculty Senate held its monthly meeting on September 10, 1968, in Olin Hall Auditorium with President Eugene Park presiding. The meeting was called to order at 4:15 p.m. With a minor correction the minutes for the previous meeting were approved as circulated. This correction involved the wording of the role of the Faculty Senate in aiding in the formation of a University long-range planning committee.

A motion by E. B. Rogers that the Senate proposal that the Past-President of the Faculty Senate attend meetings of the Educational Council be withdrawn was passed.

The question of the continuing enrollment requirement as stated in the Graduate School catalog will be referred to the proper committee as soon as more information is obtained from the Dean of the Graduate School.

A committee, consisting of D. L. Handlin, J. L. Idol, Jr., J; C. Mullins, J. K. Reed, and J. F. Pearce, Chairman, was appointed to study the advantages and disadvantages of the quarter-system and other methods of operation.

There was no report from the Admissions and Scholarship Committee.

S. M. Lukaweki, Chairman of the Committee on Policy, reported on the items currently being discussed, including (1) the formation of a long-range planning committee, (2) the resolution concerning the scope and purpose of Faculty Senate activities presented by C. O. Shuler at the August meeting, (3) the formation of a sub-committee to investigate better means of communication between the Faculty Senate and the Deans of the various Schools and Colleges, (4) the anticipated problems to be brought about with the coming division of the College of Arts and Sciences, and proposed merger with the Faculty Research Council, and (6) the status of a teacher evaluation system proposed during the past year.

The Senate engaged in considerable discussion of a proposal by the Student Senate that a committee composed of members of the Faculty Senate, the Student Senate, and the Administration be appointed to advise the President of the University in areas affecting the three groups concurrently. A motion by D. W. Lyons that a committee to be concerned with problems of mutual interest and to maintain lines of communication between the Faculty Senate and the Student Senate be established was passed. President Park announced that the committee would be named after he had discussed the matter further with the President of the Student Senate.

It was pointed out that the Faculty Senate had endorsed the "faculty evaluation" proposal last year. The question was then raised as to what additional action needed to be taken by the Senate. President Park stated that this would also be discussed with the President of the Student Senate.

There was no report from the Welfare Committee.

In discussion concerning the Student Senate proposal for revised class attendance regulations, it was decided that no action be taken until the proposed liaison committee has a chance to confer with student representatives.

President Park reminded Faculty Senate members that proper channels should be utilized in submitting senate material to the Administration

The Senate representative on the University Parking Committee, D. W. Bradbury, moved that the recommendation be made to the appropriate authority that a member of the traffic engineering staff within the Department of Civil Engineering be appointed to the University Long-Range Planning Committee for Buildings and Grounds. The motion was seconded and passed.

President Park announced that the deadline date for the receipt of nominations for honorary degrees had not yet been announced.

Dr. Richard C. Fox, Past Chairman of the Research Faculty Council, was recognized as a visitor to the Faculty Senate.

The meeting was adjourned at 5:25 p.m.

Respectfully submitted,

Robert F. Mixon, Secretary

Absent: R. E. Knowland, J. V. Reel, J. F. Allen, A. K. Jensen



MINUTES OF THE FACULTY SENATE  
October 8, 1968

The Clemson University Faculty Senate held its monthly meeting on October 8, 1968, in Olin Hall Auditorium with President Eugene Park presiding. The meeting was called to order at 4:19 p.m. The minutes of the previous meeting, with two minor additions, were approved as circulated.

President Park reported that the formation of a University Long-Range Planning Committee to advise in academic affairs has been approved by the Administration. President Park will review the composition of the committee with the Dean of the University on October 9, 1968. He announced that a policy relating to those faculty members engaged in directing programs of graduate students during the summer is being considered by the Graduate Council. The statement of policy concerning Clemson study programs abroad, as amended by the Faculty Senate, has been accepted by the Dean of the University and submitted to the Educational Council. The recommendation that a representative from the Department of Civil Engineering be added to the University Parking Committee has been sent to the Dean of the University.

There was no report from the Admissions and Scholarship Committee, but J. K. Reed, chairman, indicated that the committee would have under consideration such items as Saturday classes and the faculty evaluation proposal. Park added that impending items might include the initiation of a pass-fail grading system on certain courses selected outside a student's major field, possible changes in the traditional minor being replaced by a cluster of courses in related subjects, a revised class attendance bill, and a change in the present system for the removing of "F" by retaking the course.

There was no report from the Committee on Policy.

D. W. Lyons, chairman of the Welfare Committee, announced that the committee was planning to make a study of fringe benefits at Clemson as compared with other institutions and, in connection with this, to seek the improvement of recreational facilities available to the faculty.

J. F. Pearce, Chairman of the Committee to Study Advantages and Disadvantages of the Quarter System and Other Methods of Operation, reported on the activities of the committee. After mentioning specific problems to be found in connection with the operation of the university on the present calendar and outlining the results of a study made in this respect by an agency in Texas, he recommended that a copy of the advantages and disadvantages of the semester and quarter systems of operation be sent to each member of the Faculty Senate for his study. The committee plans to poll the Senate at the next meeting in order to determine the general consensus before further investigation is undertaken.

The proposed liaison committee, consisting of representatives from the Faculty Senate, the Student Senate, and the Administration, has been accepted by the Administration. It is expected that the members of the committee will be appointed shortly. It is to include the President of the Faculty Senate, the President of the Student Senate, two members appointed by each of the Senate presidents, one representative from Student Affairs, one from Development, and one from Academic Affairs. A. W. Rigsby, Assistant to the President, will

serve as secretary and be a non-voting member. It is not to be a decision-making group. Each member will report back to his represented organization.

A motion was made that the General Faculty Meeting at the end of the Second Summer Session be eliminated. The motion passed.

Several items were presented to be transmitted to the parking committee for study. These included: (1) a combination zone parking decal to be used by husband and wife faculty members who are employed in different areas of the campus, (2) the granting of faculty parking privileges in zones designated for students when faculty space is unavailable, and (3) the granting of general parking permits to be issued by the individual departments to persons involved in official business in other areas of the campus.

President Park appointed D. W. Bradbury to accompany him on official trips to the Clemson off-campus centers and branches.

President Park reported on the activities of the various committees in which he takes part, including the recent announcements of the Honors and Awards Committee, the Educational Council, the Athletic Council, and the Honorary Degree Committee. President Park noted a letter from J. G. Dinwiddie stating that he will resign from the Faculty Senate at the end of this semester.

The meeting was adjourned at 5:30 p.m.

Respectfully submitted,

Robert F. Mixon, Secretary

Absent: K. J. Russo, R. J. Calhoun, H. E. Morgan, Jr., D. W. Bradbury,  
and C. O. Shuler.



15

CLEMSON UNIVERSITY  
CLEMSON, SOUTH CAROLINA

MEMORANDUM TO: Members of the Faculty Senate

FROM: John F. Pearce, Chairman, Committee to Study  
Advantages and Disadvantages of the Quarter  
System and Other Methods of Operation

SUBJECT: Semester vs. Quarter System

- I. The purpose of this memorandum is to provide minimum background from which an expression of Senate opinion can be obtained at the November meeting. The committee feels that Senate support would be necessary before warranting further investigation and polling of all faculty members.
- II. The following advantages of Semester vs. Quarter System appeared in a Texas report dated March 1, 1968, and entitled, "Standard Calendar and Student Load Study."

Semester

1. More opportunity to increase learning teaching-efficiency
2. Longer period of continuous study and greater depth into subject
3. Utilization of textbooks that are more frequently arranged for semester plan, especially cases in social sciences, business subjects, and physical/natural sciences
4. Affords a reduced number of course preparations
5. Reduced number of faculty chores such as examinations, grade assignments, advising and counseling to students, registration and so forth
6. Helps discourage course fragmentation by departments, and it is easier to arrange sequential subject offerings
7. Reduced administrative costs of materials, man-hours, ancillary staff, and so forth
8. Better student retention; fewer dorm-space "turnovers" and vacancies to cope with

Quarter

1. The psychological advantage to the student in having Christmas holidays free from study and worry and elimination of "lame duck" period after Christmas
2. An additional opportunity for admission to college
3. Greater chance to electives, more course selection in general
4. Provides the student with three final grades a year instead of two, and some possibility of suffering less penalty for F's
5. Offers more face-saving devices for the student who must drop out at the end of the first quarter; many institutions on the quarter plan also feature a rather liberal grade-point gradient policy spanning two quarters.
6. More suitable to the short terminal course type of program such as in technical offerings, "skill courses," and so forth
7. Believed to be more flexible for year-round operation attempts and other calendar modifications



Tends to lower book and material costs to students  
Facilitates inter-institutional transfers and cooperative programs better than quarter calendar  
Enhances articulation with secondary schools  
Easier to arrange time for reading period at end of semester.

8. More effective learning due to more frequent examinations
9. Permits readier evaluation of student progress and more frequent student counseling.

- I. 1. The semester system is used by more than 80% of the nation's colleges and universities. A recent report from the National Association of College Book Stores indicates that more than 200 begin in August.
2. The quarter system takes at least two forms:
  - (a) Classes meet five days per week for four equal quarters during the year (traditional)
  - (b) Classes meet three days per week which means that a two semester period is divided into three equal parts (quarters), as at Ga. Tech.
3. The Texas report pointed out:
  - (a) "Change should take place only when there is a clear educational advantage to be gained."
  - (b) "Generally, it is a more traumatic experience to move from the semester to the quarter calendar than the other way around."
  - (c) 127 schools recently revised their semester calendar to put exams before Christmas.
- . Problems with the current Clemson calendar as mentioned by various members of the Committee (with comments) follows:
  1. Professional, student, and sports activities are difficult to schedule with most land grant institutions which have a different calendar. (Exact extent of conflicts unknown)
  2. Regional and national professional meetings occur during our December and April exam periods (i.e. livestock judging).
  3. Tennis and baseball play after spring exams (according to spokesmen for the Athletic Council and Athletic Department this has presented no problem. Students miss fewer classes than ever before).
  4. Classes for public school teachers cannot be offered during first term of summer school (solution: night classes were popular last year and a three-week term for teachers has been asked for approval)



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5. Coop plan which may be considered fits quarter system (could it also be adapted to semester plan?).
6. School children out in 4th week of May but faculty finish the 1st week in May (many quarter systems end the 2nd week in June and CU's calendar ends on May 9 next spring.).
7. Summer pace is too rapid on semester system (solution: four equal quarters).
8. To begin in August causes limited flexibility in summer study abroad (for good cause some faculty have reported late in August).
9. Difficult for new graduate students to enter Clemson in May or August if graduation is not complete elsewhere. (Provisions are often made for good graduate students).

You may direct comments to any member of the Committee:

D. L. Handlin  
J. K. Reed  
J. C. Mullins  
J. L. Idol  
J. F. Pearce

18  
November 6, 1968

TO: Members of the Faculty Senate

FROM: Gene Park, President

The next meeting of the Senate will be

Tuesday, November 12

4:15 p. m., Olin Auditorium.

Please plan to be present. Among the items on the agenda are:

- (1) A progress report by the Welfare Committee on its study of fringe benefits; also some suggestions on improving recreational facilities.
- (2) The Committee on Admissions and Scholarship would like to get reaction from the Senate on student proposals regarding class attendance regulations, a Pass-Fail system for some courses, and a change in the traditional minor field of concentration. The committee would like for the Senate to react to these questions since they are coming before the newly formed Administration-Faculty-Student Council.
- (3) The Committee on Policy is making two recommendations: (a) that the School of Nursing be represented on the Faculty Senate at this time, and (b) the by-laws of the Faculty Senate be changed as indicated in the enclosure.
- (4) Report on meetings attended by the President as Faculty Senate representative.

PLEASE MARK YOUR CALENDAR!

*Gene Park*  
Gene Park  
President, the  
Faculty Senate



MINUTES OF THE FACULTY SENATE  
November 12, 1968

The Faculty Senate held its monthly meeting at 4:15 p.m. on November 12, 1968, in Olin Hall, with President Eugene Park presiding. The minutes of the previous meeting were approved as distributed. The following announcements were made: The liaison or "tri-level" committee, consisting of three members each from the administration, the faculty, and the student body, has had its first organizational meeting. the committee is to be called the Administration-Faculty-Student Council. The Senate-proposed policy concerning compensation for those engaged in directing of graduate work during the summer months has been sent to the Educational Council. The Senate recommendation for an additional representative in traffic and parking problems has been approved and sent to the appropriate University committee. The committee on honorary degrees has not yet met. the Senate-passed resolution to eliminate the General Faculty meeting at the end of the second summer session will require a change in the by-laws of the Academic Faculty. This amendment will be presented at the next general faculty meeting. Dean of the University, Dr. Victor Hurst, will visit the Faculty Senate at its next meeting on December 10, 1968. There was some discussion regarding the possibility of the Faculty Senate or certain representatives meeting with the leaders of the Student Senate in order to study jointly various items proposed by the two groups. It was decided that questions of this nature might best be considered at meetings of the newly-formed Administration-Faculty-Student Council.

The Senate was polled by J. F. Pearce, Chairman of the Committee to Study Advantages and Disadvantages of the Quarter System and Other Methods of Operation, in order to determine if the Senate Felt that the disadvantages of the present semester system were sufficient to warrant additional study by the committee. The Senate voted against the continuation of the investigation, thereby in effect dissolving the committee.

A motion was passed to have an appropriate committee draw up a statement expressing the sentiment of the Senate on the question of whether or not the ROTC program at Clemson should be mandatory. Following a lengthy discussion, it was decided that after the Committee on Policy has prepared such a statement it will be reported back to the Senate for a vote.

J. C. Mullins, representing the Welfare Committee, gave a progress report outlining plans being considered by the Athletic Department to improve recreational facilities available on the campus. J. V. Brawley, Jr. will be the Faculty Senate representative on the proposed University Committee on Recreational Facilities at Clemson. D. W. Lyons, Chairman of the Welfare Committee, received an affirmative response in his request to continue to collect information on fringe benefits at Clemson as compared with other institutions and to circulate comparison studies of salary scales.

A motion to require that classes not be suspended as scheduled for November



23, 1968, in order to make up classes that were missed on November 12, 1968, was defeated.

B. J. Prochaska, representing the Committee on Policy, reported that no action was required by the Senate in admitting new Senators from the School of Nursing as this situation is provided for in the current Senate By-Laws. In anticipation of the coming division of the College of Arts and Sciences, it was announced that the departmental break-down is not yet complete but that apparently the College of Liberal Arts will gain four Senators over current representation and the College of Physical and Mathematical Sciences will keep the same number.

The following recommendations were made concerning changes in the Senate By-Laws:

- I. Article II, Section 2. Officers.
  - a. Change the first paragraph from "Election of officers shall be by a simple majority vote" to "Election of officers shall be by secret ballot, a simple majority required for election."
  - b. And immediately after it insert the following provision:  
"A nominating committee, consisting of the Committee on Committees, shall submit to the Senate no less than two nominees for each elective office. This shall not be construed to preclude nominations from the floor."
2. Article II, Section 5. Committees.

In the paragraph concerning the Committee on Committees, amend the third sentence to read, "It shall be the function of this committee to serve an an executive committee and as the nominating committee for the Faculty Senate."

The motion concerning the changes in the By-Laws passed.

The committee on Policy recommended that the resolution concerning the nature and scope of Faculty Senate activities, which had been presented to the Senate in August, be replaced by the following statement of policy:

- a. That Committee Chairmen maintain a list of all active and inactive projects. The list should be revised at each committee meeting or as required. Active projects should be listed in order of priority and each committee's attention should be directed to the most important projects.
- b. That all committee reports be made to the Senate in writing. Where possible, committee reports should be distributed to members prior to the meetings.
- c. That all proposed resolutions be submitted in writing.
- d. That the president consider the development of a specific set of operating procedures which will augment and expedite parliamentary procedures during regular Senate sessions.



J. K. Reed, Chairman of the Admissions and Scholarship Committee, reported that the committee has considered three proposals from the Student Senate. A proposal to liberalize class attendance was generally favored by the committee with the reservation that some considered class participation a valuable part of some courses. A pass-fail system for a limited number of courses was acceptable in principle but certain details were requested. The committee will make no recommendation on these two items until the next meeting of the Faculty Senate. A third item concerning the traditional minor field of concentration was not considered as part of the responsibility of the committee.

The meeting was adjourned at 5:15 p.m. after President Park closed by suggesting that some consideration was going to be required in a revision of the Faculty Manual, especially in reference to research faculty and in outlining the duties of Senate committees.

Respectfully submitted,

Robert F. Mixon, Secretary

Absent: S. N. Lukawecki, H. Brantley, A. K. Jensen, and C. O. Shuler.

RESOLUTION OF THE FACULTY SENATE

Whereas there has been substantial evidence of concern among students and faculty members over the continuation of mandatory R.O.T.C. in the university curriculum,

We, the Faculty Senate of Clemson University, hereby request that the Board of Trustees give its consideration to making a change in the R.O.T.C. program for undergraduate students,

Be it resolved that it is the sense of the Faculty Senate of Clemson University that the Board of Trustees should give its consideration to making a change in the R.O.T.C. program.

Be it further resolved that the Faculty Senate forward this resolution to the Board of Trustees and the University Administration, without further action, simply as an expression of sentiment and not as a program for action.

November 12, 1968



POLICY COMMITTEE - THE FACULTY SENATE  
(November 6, 1968)

Recommended Changes in the By-Laws Concerning the Process  
of Electing Officers of the Faculty Senate

The Committee on Policy of the Faculty Senate recommends the following changes in the by-laws:

1. Article II, Section 2. Officers.

- a. Change the first paragraph from "Election of officers shall be by a simple majority vote" to "Election of officers shall be by secret ballot, a simple majority required for election."
- b. And immediately after it insert the following provision: "A nominating committee, consisting of the Committee on Committees, shall submit to the Senate no less than two nominees for each elective office. This shall not be construed to preclude nominations from the floor."

2. Article II, Section 5. Committees.

In the paragraph concerning the Committee on Committees, amend the third sentence to read, "It shall be the function of this committee to serve as an executive committee and as the nominating committee for the Faculty Senate."

S. M. Lukawecki, Chairman  
Committee on Policy



A BILL

DATE SUBMITTED August 26

1968-1969 CLEMSON UNIVERSITY STUDENT SENATE

BILL NUMBER \_\_\_\_\_

DATE PASSED August 26

THEREFORE, be it hereby enacted by the Student Senate of Clemson University in regular session assembled the following:

I. Section VI, Paragraph 3 shall read:

It is recognized that students sometimes have personal emergencies, business, or problems that necessitate absences which are not covered by the rules in paragraph 2. A limited number of such absences may be permitted, provided they do not coincide with a previously announced quiz. The following principles shall apply in these cases:

- a. For every course numbered less than 200, absences of a personal nature shall not exceed one absence per semester for each time a particular phase of the course meets per week. For example, in some courses a student may meet two lectures, one recitation, and one laboratory per week. Each student would then be allowed two absences in the lecture, one absence in recitation, and one laboratory absence per semester, but not four absences distributed at random throughout various phases of the course. During each summer session, for every course numbered less than 200, absences of a personal nature shall not exceed two per session for classes meeting five or six times a week and only one absence for class meetings scheduled four or less times per week.
- b. For every course numbered 200 - 299 absences of a personal nature shall not exceed two absences per semester for each time a particular phase of the course meets per week. For example, in some courses a student may meet two lectures, one recitation, and one laboratory per week. Each student would then be allowed four absences in the lecture, two absences in recitation, and two laboratory absences per semester, but not eight absences distributed at random throughout various phases of the course. During each summer session, for every course numbered 200 - 299 absences of a personal nature shall not exceed four per session for classes meeting five or six times a week and only two absences for classes meeting four or less times per week.
- c. [When a student attains Junior status, he is assumed to have reached a degree of maturity such that close regulation of his absences is no longer necessary. Furthermore, class sizes are small enough and major interests defined to the extent that a closer personal relationship between student and instructor should exist. Thus, for courses numbered 300 and above, no specific limits of absences are set. However, a professor may place a student doing unsatisfactory (D or F) work on mandatory attendance. Professors shall set laboratory rules for courses numbered 300 and above.



4 Excessive absences:

- a. Courses numbered less than 300. When the total number absences from a course for reasons not covered in paragraph 2 exceeds the limits specified in paragraph 3 (a) and 3 (b), the absences are excessive. In such cases the instructor shall notify Student Affairs through the head of the department on the card provided for that purpose. He may recommend that the student be dropped from the course. with-an-incomplete--grade-
  - b. The student will be warned in writing by the instructor when his attendance record reaches the point that one additional absence will result in action to drop under the provisions of paragraph 4 (a). This warning notice will be given personally to the student, or, if this is not feasible, should be delivered through Student Affairs. A copy of all warning notices shall be forwarded to Student Affairs. Copies of the warning notice will be forwarded by Student Affairs to the student's parent and the head of the department in which he is pursuing his major course.
  - c. Recommendations that a student be dropped from the course under the provisions of paragraph 4 (a) shall be reviewed by the Deans of Students. A student may appeal such recommendations provided that a written appeal is presented to the Deans of Students within (5) five days from the date of the receipt of notice. The student should continue to attend the class until final action has been taken on the recommendation.
5. No Change.
  6. No Change.
  7. When a student is enrolled in a course numbered less than his academic classification, he shall follow the attendance regulations for that course.
- II. All acts or parts of acts inconsistent herewith are hereby declared null and of no effect.

/ Gordon R. Edgin  
sident of the Senate

/s/ David D. Foster  
Clerk of the Senate

Tim F. Rogers  
sident of the Student Body

Vice President for Student Affairs

DATE



A RESOLUTION

THEREFORE, be it hereby resolved by the Clemson University Student Senate in regular session assembled the following:

- I. The individual student's course of study may be built around an area of concentration rather than the traditional minor.
- II. The area of concentration would consist of a definite major with a cluster of related subjects approved by the student's faculty adviser and the faculty offering the courses in the cluster.

A RESOLUTION

THEREFORE, be it hereby resolved by the Clemson University Student Senate in regular session assembled the following:

That the University drop the requirement that all qualified males must have taken two years of ROTC to graduate.

A BILL \_\_\_\_\_

Whereas a student's grade point ratio should represent his present level of achievement, and whereas the present system at Clemson University fails to reflect this accurately; therefore, be it hereby enacted by the Clemson University Student Senate, in regular session, assembled the following:

- I. When a student repeats a course in which he previously received a D or F, the new grade shall be substituted for the previous grade in computation of his grade point ratio. However, the previous grade or grades shall remain on his academic record.



## A RESOLUTION

THEREFORE, be it hereby resolved by the Clemson University Student Senate in regular session assembled the following:

A pass/fail system be established at Clemson University meeting the criteria below.

Juniors and Seniors may choose, with the approval of their faculty advisor, one course each semester on a pass/fail basis. This course cannot be in the student's major field of concentration or one in the general educational requirements, but is not otherwise restricted.

Credits earned will apply toward graduation, but will not be computed into the grade-point ratio.

Report from Committee and Admissions  
and Scholarship - Faculty Senate  
(November 6, 1968)

This committee has considered three proposals from the Student senate. A proposal to liberalize class attendance was generally favored by the committee with the reservation that some considered class participation a valuable part of some courses. A pass fail system for a limited number of courses was acceptable in principle but certain details were asked for. No recommendation is being made on these two items until next meeting.

A third item concerning the traditional minor field of concentration was not considered as part of our responsibility.

John K. Reed  
Chairman



29  
December 4, 1968

TO: Members of the Faculty Senate

FROM: Gene Park, President

The next meeting of the Senate will be

Tuesday, December 10

4:15 p. m., Olin Auditorium

Please plan to be present. Among the items on the agenda are:

- (1) Visit by the Dean of the University. Dean Hurst will talk to the Senate the first part of the meeting.
- (2) Committee Reports. In particular, the Committee on Admissions and Scholarship would like Senate reaction to proposed attendance regulations, a pass-fail plan for some courses, and the "removable D, F" proposal. Copies of these proposals are enclosed. A fourth item, faculty evaluation, which the new Administration-Faculty-Student Council has been asked to consider, was acted upon by the Senate last spring.
- (3) Announcements and reports on meetings attended by the President as Faculty Senate representative.

PLEASE MARK YOUR CALENDAR!

Gene Park

*Gene Park*

## MINUTES OF THE FACULTY SENATE

December 10, 1968

The Faculty Senate held its monthly meeting at 4:15 p.m. on December 10, 1968, in Olin Hall, with President Eugene Park presiding. The minutes of the previous meeting were approved as distributed. President Park expressed Senate appreciation to J. G. Dinwiddie for his service in the Senate in various capacities over the years. President Park announced that Dr. Geraldine Labecki, Dean of the School of Nursing, was present as an observer. President Park then introduced Dr. Victor Hurst, Dean of the University, who addressed the Senate concerning anticipated student problem areas. Following a brief question and answer session with Dean Hurst, the Senate returned to its routine business.

President Park announced that Senate representation from the School of Nursing is soon to be worked out. The two amendments to the Constitution and By-Laws of the Academic Faculty and Faculty Senate, eliminating the general faculty meeting prior to the August commencement exercises and changing the method of election of Faculty Senate officers, will be presented and voted upon at the General Faculty meeting on December 17, 1968. The Honorary Degree Committee will meet December 11, 1968.

D. W. Lyons, chairman of the Welfare Committee, distributed studies of salary ranges at institutions in the Southeast, noting that Clemson ranked near the middle in most categories. He stated that the study of fringe benefits had not yet been completed by the committee.

S. M. Lukaweki, chairman of the Committee on Policy, reported that the problem concerning mandatory ROTC courses at Clemson will not be completed until next semester. The matter is currently under study by the University Long-Range Planning Committee.

J. K. Reed, chairman of the Admissions and Scholarship Committee, made the motion that the bill approved by the Student Senate, involving the liberalization of current class attendance regulations, be passed by the Faculty Senate. The motion was passed.

In a unanimously-passed motion, the Senate voted to re-affirm its position of last year concerning a faculty evaluation system, which is currently under consideration by the Administration-Faculty-Student Council. The Senate approves of such a system, provided that the results are made available only to the individual faculty members concerned.

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Robert F. Mixon, Secretary

Absent: B. J. Prochaska, A. K. Jensen, H. E. Morgan, Jr., D. W. Bradbury, and M. K. Richardson



SOUTHEAST REGIONAL STUDY OF SALARIES: RANGE OF SALARIES IN  
 TWENTY UNIVERSITIES AND COLLEGES IN SOUTH ACADEMIC YEAR  
 1966 - 1967. (9 to 10 Months Basis).

PROFESSORS

<u>Instit.</u>	<u>Note</u>	<u>No.</u>	<u>Max</u>	<u>Min.</u>	<u>Med.</u>	<u>Mean</u>
Oklahoma	ab	152	22000	7356	12552	12916
USC	a	75	17500	10120		13574
Tenn.	ab	191	19000	9200	13200	13277
Tex. A&M	b	221	36000	8357	17100	13911
Univ Tex.		389	30000	12000		19900
Univ Va.	b	139	27000	12600	16000	17084
West Va.	a	75	17600	10200	13437	13571
Alabama		176	25000	8450	13600	13082
Arkansas		174	17000	8820	12780	12328
Auburn	ab	93	17580	9600	12420	12683
Clemson	ab	39	19800	7500	11500	12500
Florida St.	ac	223	25000	7900	15000	15245
Univ Fla.	ac	217	24000	10200	14700	14034
Ga. Tech.		144	25000	8600		13349
Ga. State		66	17500	8500		13188
Univ Ga.		249	20100	9310		13839
L.S.U.	ab	131	26000	10000	14550	15474
Miss. St.	a	34	13500	9000	11750	11556
Ole Miss.		96	open	8000	12200	12233
Univ. N.C.	a	195	24000	11900	15700	15730

ASSOCIATE PROFESSORS

<u>Instit.</u>	<u>Note</u>	<u>No.</u>	<u>Max</u>	<u>Min.</u>	<u>Med.</u>	<u>Mean</u>
Oklahoma	ab	74	15252	5628	10092	10149
USC	a	97	14500	8690		11093
Tenn.	ab	149	16500	7800	10700	10807
Tex. A&M	b	191	17550	7920	13392	11245
Univ Tex.		283	16500	9500		12037
Univ Va.	b	110	15000	10500	12000	11995
West Va.	a	82	15500	7400	11000	10964
Alabama		130	14000	7200	10900	10962
Arkansas		113	14004	7853	10920	10451
Auburn	ab	108	15180	8040	10290	10390
Clemson	ab	96	15500	7500	10000	10488
Florida St.	ac	186	16000	8400	11300	11550
Univ Fla.	ac	194	18300	7100	11350	11420
Ga. Tech.		127	15200	7700		10956
Ga. State		96	15750	7600		11035
Univ Ga.		241	16500	6850		11625
L.S.U.	ab	120	17000	7958	11600	11890
Miss. St.	a	61	13200	7600	10530	10512
Ole Miss.		52	12000	7000	10500	10054
Univ. N.C.	a	105	17182	9200	11750	11993



## ASSISTANT PROFESSORS

<u>Instit.</u>	<u>Note</u>	<u>No.</u>	<u>Max</u>	<u>Min.</u>	<u>Med.</u>	<u>Mean</u>
Oklahoma	ab	127	13500	6380		9054
USC	a	186	12500	5600	9100	9038
Tenn.	ab	229	12000	6480	10575	9529
Tex. A&M	b	316	15000	8500		9802
Univ Tex		147	11200	8400	9600	9557
Univ Va.	b	121	14000	5500	9000	9319
West Va.	a	132	13000	7000	9000	9485
Alabama		174	11828	6608	9550	8869
Arkansas		180	12120	6240	8820	8878
Auburn	ab	110	13500	6500	9000	9309
Clemson	ab	274	13700	6400	5300	9300
Florida St.	ac	354	13500	6950	5300	9462
Univ Fla.	ac	129	11600	7000		9305
Ga. Tech.		104	12500	4850		9132
Ga. State		313	12500	6420		9719
Univ Ga.		161	12050	7400	9400	9406
L.S.U.	ab	76	12000	6000	9000	8541
Miss. St.	a	93	10500	5500	8000	8079
Ole Miss.	a	96	11300	8000	9600	9740
Univ N.C.						

## INSTRUCTORS

<u>Instit.</u>	<u>Note</u>	<u>No.</u>	<u>Max</u>	<u>Min.</u>	<u>Med.</u>	<u>Mean</u>
Oklahoma	ab	80	9112	4296	6516	6499
USC	a	124	9350	5500		7033
Tenn.	ab	162	11000	3600	6000	6181
Tex. A&M	b	119	8451	5373	6048	6840
Univ Tex.		105	9000	6500		7894
Univ. Va.	b	29	8300	6500	7400	7441
West Va.	a	117	10500	5000	6337	6536
Alabama		109	9700	5600	7000	7124
Arkansas		61	8000	5805	7100	6863
Auburn	ab	118	8460	5400	6630	6738
Clemson	ab	27	8500	6500	7000	7129
Florida St.	ac	71	11000	4000	7000	7087
Ga. Tech.		73	9300	5000	7200	7351
Ga. State		52	8000	52500		6883
Univ. Ga.		52	10000	5500		5813
L.S.U.	ab	135	10750	5080		7584
Miss. St.	a	103	12000	5400		7019
Ole Miss.		49	7650	4800	6000	6090
Univ. N.C.	a	37	0500	6500	7500	7305

----10 Months

----10 Months

- a. Salaries on 11 or 12 month basis NOT included  
 b. Includes distinguished professors or endowed chairs  
 c. For 10 months



Rank Order of Universities on MEAN salaries: 1964-65;  
1965-66; 1966-67; by Academic Rank.

PROFESSORS

<u>1964-65</u>	<u>1965-66</u>	<u>1966-67</u>
1. Virginia	Texas	Virginia
2. Texas	Virginia	Texas
3. UNC	UNC	UNC
4. LSU	LSU	LSU
*5. Fla. State	Florida	Texas
6. Georgia	Florida State	Georgia
*7. Florida	Georgia	Florida State
8. West Virginia	Alabama	Florida
9. Georgia Tech	Georgia Tech	USC
10. Georgia State	West Virginia	West Virginia
11. Alabama	Tennessee	Georgia Tech
12. Clemson	Clemson	Tennessee
13. USC	Texas A&M	Georgia State
14. Miss State	Georgia State	Alabama
15. Oklahoma	USC	Oklahoma
16. Ole Miss	Oklahoma	Auburn
17. Auburn	Auburn	Clemson
18. So. Miss	Arkansas	Arkansas
19.	Ole Miss.	Ole Miss.
20.	Miss State	Miss State

ASSOCIATE PROFESSORS

<u>1964-65</u>	<u>1965-66</u>	<u>1966-67</u>
1. UNC	Texas	Texas
2. Virginia	UNC	Virginia
3. Texas	Virginia	UNC
4. Georgia	LSU	LSU
5. LSU	Georgia	Georgia
6. LSU	West Virginia	Texas A&M
7. Florida	Georgia Tech	USC
8. Georgia Tech	USC	Georgia State
9. West Virginia	Georgia State	West Virginia
10. USC	Texas A&M	Alabama
11. Clemson	LSU	Georgia Tech
12. Georgia State	Florida	Arkansas
13. Alabama	Alabama	Tennessee
14. Texas A&M	Clemson	Miss. State
15. Ole Miss.	Tennessee	Clemson
16. Miss. State	Oklahoma	Auburn
17. Auburn	Auburn	Oklahoma
18. Oklahoma	Ole Miss.	Florida State
19.	Miss State	Florida
20.	Arkansas	Ole Miss

ASSISTANT PROFESSORS

	<u>1964-65</u>	<u>1965-66</u>	<u>1966-67</u>
1.	Georgia	Texas	Texas
2.	UNC	UNC	UNC
3.	Texas	Georgia	Georgia
4.	Virginia	Virginia	Virginia
5.	Georgia Tech	Georgia Tech	Texas A&M
6.	Clemson	LSU	LSU
7.	LSU	Texas A&M	Alabama
8.	Georgia State	Clemson	West Virginia
9.	West Virginia	West Virginia	Georgia State
10.	FSU	Oklahoma	Georgia Tech
11.	Florida	Alabama	Clemson
12.	Alabama	Georgia Tech	Oklahoma
13.	Texas A&M	Tennessee	USC
14.	USC	USC	Tennessee
15.	Oklahoma	Florida	Auburn
16.	Ole Miss	FSU	Arkansas
17.	Miss State	Auburn	Florida
18.	Auburn	Arkansas	Miss State
19.	So. Miss.	Miss State	Florida State
20.		Ole Miss	Ole Miss

INSTRUCTORS

	<u>1964-65</u>	<u>1965-66</u>	<u>1966-67</u>
1.	Virginia	Texas	Texas
2.	Georgia	Virginia	Georgia
3.	UNC	Georgia	Virginia
4.	Georgia Tech	UNC	UNC
5.	West Virginia	USC	Clemson
6.	LSU	LSU	Alabama
7.	Clemson	Alabama	USC
8.	Georgia Tech	Georgia Tech	LSU
9.	Florida	Texas A&M	Georgia Tech
10.	FSU	Florida	Auburn
11.	So. Miss	Clemson	Texas A&M
12.	Texas	Florida State	Florida State
13.	Alabama	Georgia State	Auburn
14.	Texas A&M	West Virginia	Florida
15.	USC	Arkansas	West Virginia
16.	Oklahoma	Auburn	Oklahoma
17.	Miss State	Oklahoma	Florida State
18.	Auburn	Tennessee	Tennessee
19.	Ole Miss	Miss State	Miss State
20.		Ole Miss	Ole Miss

\* Florida and Florida State corrected to nine months for comparison. Since they were on a trimester system, this may not be quite comparable, but it was done to show relative changes in relation to other institutions.



Table III: RANGE OF MAXIMA, MINIMA, MEADIANS, AND MEANS  
(9-10 Month Basis) Academic Year 1966-67

	<u>PROFESSORS</u>		<u>ASSOCIATE PROFESSORS</u>	
Range of:				
Maxima	13,500	36000	12,000	18300
Minima	7,356	12600	5,628	10500
Medians	11,500	17100	10,000	13392
Means	11,556	17084	10,054	12037
	<u>ASSISTANT PROFESSORS</u>		<u>INSTRUCTORS</u>	
	10,500	15000	7,650	12000
	4,850	8500	3,600	6500
	8,000	10575	5,900	7500
	8,079	9802	5,738	7894

Observations and Cautions

These are gross comparisons and there are many factors that are not shown in these tables, nor does adequate data exist. For example, the MODES are not shown here. That is, we do not know how many teachers fall in each category. It could be that with a range of 4,000 from the median salary that almost all members of one department would fall near the minimum and in another all would fall near the top. The mode would indicate perhaps more accurately what any given professor at any given rank in any given university selected at random would be apt to make at a given time.

These figures do not break down by departments, nor do they separate institutions with large graduate schools from predominately undergraduate institutions. For instance, a university with a large graduate department will often have fewer instructors and perhaps assistant professors than a smaller college with a small graduate school. This may mean that graduate assistants are utilized to a great extent in teaching freshman and sophomore classes, and these assistants salaries are not shown, whereas the school lacking these graduate students may have to devote more of its total budget to attracting people who already have their MA's and are well on their way to terminal degrees to teach these undergraduate courses.

This does not, of course, go into the matter of quality except as much as the servant is worthy of his hire. One would expect quality to follow salaries, but not necessarily in all cases.

It is perfectly clear, however, that other factors besides rank and seniority enter into the salary framework. There is little relationship between rank and salary...note that some full professors receive as little as \$7,356 and some instructors as high as \$12,000. This may indicate that professors and university personnel generally are truly paid according to merit, or it may illustrate the classic position of the individual who does his own bargaining.

IT WOULD BE WISE NOT TO DRAW TOO MANY CONCLUSIONS FROM THESE TABLES, BUT AS ROUGH INDICES OF THE STATUS OF THE PROFESSION THEY DO VERY WELL.

One last small note. With the exception of one or two institutions the overall salary rank of pay for professors correlates about .7 (a relatively high relationship) inversely with the overall rank of its football teams. The better the team, the lower the salaries as a rule. It is to be hoped that this is a false augury for the future.

Although medians are usually better measures of central tendency in situations like this than are means, the medians were not available for many institutions, hence the use of the means in the rankings.



## MINUTES OF THE FACULTY SENATE

January 14, 1969

The Clemson University Faculty Senate met on January 14, 1969, in Olin Hall Auditorium, with President Eugene Park presiding. The meeting was called to order at 4:15 p.m. President Park announced the election of the following new senators: Paul K. Birkhead, Chemistry and Geology, with term expiring in 1970; Aileen S. Prevost, Nursing, 1972; and Dorothy E. Davenport, Nursing, Fall 1969. He also announced the temporary appointment of Marshall Hahn, for the spring semester, replacing H. E. Morgan, Jr. The resignation of C. O. Shuler, Industrial Management, has been accepted.

Dean Kenneth N. Vickery, Admissions and Registration, addressed the Senate concerning various questions which are currently under study, including the University calendar as compared with that of other institutions, the pass-fail grading system, and the removable F grade.

The appointment of E. B. Rogers and D. W. Lyons as Senate representatives on the Medical Service Liaison Committee was announced.

The Committee on Policy recommended that no action be taken on the proposed study of the procedures and policies concerning the granting of emeritus status at Clemson. A motion by S. M. Lukaweki, Chairman of the Committee on Policy, that the Senate support the proposal that the ROTC program at Clemson be voluntary, was passed by a vote of 21 to 10. This matter is also being considered by the Administration-Faculty-Student Council and the University Long-Range Planning Committee. J. N. Thurston, Chairman of the President's Advisory Committee on Long-Range Academic Planning, reported that a decision would be announced shortly.

A resolution presented by J. C. Mullins of the Welfare Committee providing that one or more designated dormitories be available for student occupancy continuously over a twelve-month period, including holidays, and that information as to which dormitories are to remain open should be disseminated to all incoming foreign students and new graduate students by the Housing Office was passed unanimously.

D. W. Lyons, Chairman of the Welfare Committee, announced that plans were being made to form a faculty Ski Club. All interested persons were asked to contact him or Walton H. Owens in Social Sciences.

D. W. Bradbury, Senate representative on the University Parking and Traffic Control Committee, announced that a proposal is being made which would allow all students, including freshmen, to register and operate automobiles on the campus, and would provide for the construction of additional parking lots to accommodate the increase. He requested the Senate to give its reaction to the proposal at the next meeting.

A motion by J. C. Mullins providing for the awarding of four semester hours credit to veteran students with more than six months military service was to be referred to the University Curriculum Committee.

A resolution concerning the scheduling of final examinations was distributed

and the Senate members were asked to study it for later consideration.

J. K. Reed, Chairman of the Admissions and Scholarship Committee, presented a bill, revised by the committee, which would allow a student to re-take any course in which he had earned the grade of C, D, or F, and replace this grade with the new grade in the computation of his grade-point ratio. The original grade would remain on his overall record. This procedure would be allowed only once in each course. Following much discussion, the motion to table this proposal was seconded and passed.

Before the meeting adjourned at 5:45 p.m., some discussion arose suggesting that, in the interest of time, all matters which apparently will cause extended debate be placed early on the agenda of future meetings.

Respectfully submitted,

Robert F. Mixon, Secretary

Absent: J. L. Idol, Jr., B. J. Prochaska, H. Brantley, H. W. Busching.



## A RESOLUTION

Whereas a number of graduate students and foreign students remain on the campus over holiday periods; therefore, be it hereby resolved by the Clemson University Faculty Senate in regular session assembled the following:

- I That one or more designated dormitories be available for student occupancy continuously over a 12 month period.
- II Information as to which dormitories are to remain open should be disseminated to all incoming foreign students and new graduate students by the Housing Office.

## MINUTES OF THE FACULTY SENATE

January 28, 1969

The Clemson University Faculty Senate met in special session on January 28, 1969, in Olin Hall Auditorium, with President Eugene Park presiding. The meeting was called to order at 4:20 p.m. President Park announced that Boyd J. Todd, from the School of Industrial Management and Textile Science, would fill a vacancy created by the resignation of C. O. Shuler.

J. L. Idol, Jr., of the Admissions and Scholarship Committee, presented the proposal, which had been tabled at the last meeting, concerning the computation of student grade-point ratios upon the completion of a course taken for the second time. The proposal would disregard in the computation the grades of C, D, or F, which the student may have earned originally in the course. After much discussion, in which various details of the proposal were questioned, a motion was made calling for a vote to determine whether or not the Senate favored such a proposal in principle. The Senate voted 17 to 12 not to accept a change in regulations which would permit the exclusion of certain grades in the computation of the grade-point ratio.

D. W. Bradbury, Senate representative on the University Parking and Traffic Control Committee, re-submitted the request for Senate reaction to a proposal which would allow all Clemson students, regardless of class or academic status, to register and operate motor vehicles on the campus, and to provide for the addition of adequate parking facilities to accommodate the increase. The Senate passed a motion as follows: If the cognizant committee (the University Parking and Traffic Control Committee) and those in charge of this area of University activity concur in the proposal, then the Faculty Senate does not object to it.

A resolution presented by W. C. Capel, taking into consideration certain difficulties brought about last semester because of scheduled examinations conflicting with extra-curricular activities, was passed. The resolution requires that no student shall be given a special examination or have the date of his examination changed from the time originally set because of participation in any extra-curricular activity of any nature, regardless of sponsorship. This rule does not apply to changes authorized by the proper committee dealing with academic hardship cases.

The meeting was adjourned at 5:20 p.m.

Respectfully submitted,

Robert F. Mixon, Secretary

Absent: J. K. Reed, D. L. Handlin, R. E. Knowland, M. G. Miller, L. D. Huff,  
H. Brantley, D. W. Lyons, and Aileen S. Prevost.



C O P Y

Resolution: Proposed for action by Faculty Senate

Granting the difficulty of arranging examination schedules and the necessity for the faculty to adhere to them, it is important that mistakes be reduced as far as possible. For example, in the semester just passed a basketball game was scheduled with the University of North Carolina in Chapel Hill on Monday, Dec. 16th. This made it necessary for several boys to have examinations at special hours, and even special examinations by professors in some instances, occasionally at two separate hours. Bearing in mind also that had Clemson been eligible for, invited to and accepted a bid to the Liberty Bowl ( which could foreseeably happen) it would have been played this Saturday, December 14th. Other such events are quite possible. In view of this the Faculty Senate should pass a resolution addressed to the Administration, along the lines of the following:

No student shall be given a special examination or have the date of his examination changed from the time originally set because of participation in any extra-curricular activity of any nature, regardless of sponsorship. This rule does not apply to changes authorized by the proper committee dealing with academic hardship cases.

This rule should be well published in all departments as well as the Athletic Department.

Revised January 29, 1969

FAÇULTY SENATE ROSTER 1968-1969

Name	Department	Campus Address	Telephone	Term Ends
<b>AGRICULTURAL AND BIOLOGICAL SCIENCES</b>				
J. K. Beed	Ent.	301 Long	308	1969
W. C. Godley	Anal. Sci.	213 P&AS	471	1970
J. R. Warner	For.	151 P&AS	373	1970
J. F. Dickey	Dairy Sci.	124 P&AS	230	1971
D. L. Handlin	Anal. Sci.	215 P&AS	428	1971
E. B. Rogers	Agri. Engr.	128 Agri. Engr.	315	1971
<b>ARCHITECTURE</b>				
V. S. Hodges	-----	115 Lee	426	1970
R. E. Knowland	-----	118 Lee	426	1971
K. J. Russo	-----	110 Lee	426	1971
<b>ARTS AND SCIENCES</b>				
S. M. Lukaweki	Math.	0-310 Martin	387	1969
M. G. Miller	Phys.	208 Kinard Lab	253	1969
R. F. Mixon	Mod. Lang.	0-2 Martin	488	1969
Eugene Park	Math.	0-110 Martin	387	1969
W. C. Capel	Soc. Sci.	B-5 Hardin	479	1970
P. K. Birkhead	Chem. & Geol.	231 Brackett	291	1970
L. D. Huff	Phys.	303 Kinard Lab	253	1970
Mrs. Rameth Owens	Soc. Sci.	B-7 Hardin	296	1970
J. V. Reel	Soc. Sci.	209 Hardin	478	1970
J. F. Allen	Chem. & Geol.	200 Brackett	237	1971
J. V. Brawley, Jr.	Math.	0-17 Martin	388	1971
R. J. Calhoun	English	0-304 Martin	488	1971
W. F. Gettys	Phys.	203 Kinard Lab	253	1971
J. L. Idol, Jr.	English	0-216 Martin	488	1971
B. J. Prochaska	Math.	0-323 Martin	387	1971
<b>EDUCATION</b>				
Herbert Brantley	RPA	108D Godfrey	264	1969
A. K. Jensen	Ag. Ed.	136 P&AS	458	1970
M. S. Hahn	Ind. Ed.	200 B IE	441 (Temp. Replacement)	
<b>ENGINEERING</b>				
D. W. Bradbury	ME	304 Riggs	449	1969
R. F. Nowack	EM	210 Lowry	265	1969
F. C. Alley	ChE	209 Earle	357	1970
J. N. Thurston	EE	211 Riggs	227	1970
H. W. Busching	EE	222 Lowry	491	1971
J. C. Mullins	ChE	222 Earle	356	1971
M. K. Richardson	EM	208 Lowry	265	1971
<b>INDUSTRIAL MANAGEMENT AND TEXTILE SCIENCE</b>				
J. H. Marvin	Text.	325 Sirrine	350	1969
D. W. Lyons	Text.	312 D Sirrine	421	1970
J. F. Pearce	Econ.	209 D Sirrine	337	1971
B. J. Todd	IM	312 C Sirrine	332	(Spring 1969)
<b>NURSING</b>				
Aileen S. Prevost	-----	102 Hardin	397	1972
Dorothy H. Davenport	-----	102 Hardin	397	(Fall 1969)



February 6, 1969

TO: Members of the Faculty Senate  
FROM: Gene Park, President

The regular monthly meeting of the Faculty Senate  
will be held

TUESDAY, FEBRUARY 11  
4:15 p. m., OLIN AUDITORIUM

There are some announcements and reports, but the main  
item of business is the

PASS-FAIL

proposal now being considered in the Committee on Admissions  
and Scholarship.

Please plan to be present - the meeting should not  
run overtime, we hope!

Sincerely,

Gene Park



February 11, 1969

The Clemson University Faculty Senate held its regular monthly meeting on February 11, 1969, in Olin Hall Auditorium, with President Eugene Park presiding. The meeting was called to order at 4:15 p.m.

After the minutes of the previous meeting were approved, President Park made the following announcements: B. J. Prochaska has been appointed to the Speakers Bureau, filling until the end of 1971 the unexpired term of J. G. Kinwiddie, and J. V. Reel has been re-appointed to the Bureau, with a new term expiring in May 1972. The Health Service Liaison Committee, including Senate representatives W. C. Godley and E. B. Rogers, will meet with a Medical Evaluation Team at the Clemson House on February 27. President Park and representatives from the Faculty Senate will visit Clemson branches at Sumter and Greenville in early March. Persons needing to make emergency exits from Littlejohn Coliseum during basketball games should use Gate 8, where they will be re-admitted. The Faculty Senate will provide a representative from Clemson at the inauguration of the President of the University of Mississippi on April 18. The proposal concerning the granting of academic credit for those students with military service has been forwarded to Dean Hurst for presentation to the University Curriculum Committee.

W. C. Capel, of the Welfare Committee, distributed a study made in 1963 of fringe benefits in South Carolina colleges.

D. W. Bradbury, Senate representative on the University Parking and Traffic Control Committee, announced that the recent Senate approval of more liberalized regulations concerning registration and operation of motor vehicles on campus by students had been submitted to the Administration. New parking facilities are being constructed south of Earle Hall to accommodate the increase in number of vehicles and to compensate for the impending loss of the parking lot located east of Manning Hall.

The Committee on Policy reported that it had received the recommendation concerning the policy approved by the Student Senate allowing individual instructors some discretion in determining if final examinations would be given in courses.

J. K. Reed, Chairman of the Admissions and Scholarship Committee, presented a resolution which had been passed by the Student Senate and revised by the committee establishing a pass-fail grading system for certain selected courses at Clemson. The revised plan restricted the system to the junior-senior level, to one course per semester per student, and to courses not in the student's major field or in the general educational requirements. The provision was also made that the grade of C must be earned in order to receive the "pass" grade. After much discussion, ranging from the inclusion of courses in the student's minor field of concentration as a stated exception, to the general merits of the system in regard to whether or not it actually encouraged scholarship on the part of students, a substitute motion was made requesting that the Senate be polled in order to get approval or disapproval of the pass-fail system in principle. After the substitute motion was passed, in favor of the pass-fail system, a motion to table the original motion was carried.

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Robert F. Mixon, Secretary

Absent: K. J. Russo, L. D. Huff, A. K. Jensen, M. S. Hahn, F. C. Alley,  
J. H. Marvin and D. W. Lyons



SURVEY OF FACULTY FRINGE BENEFITS IN SOUTH CAROLINA COLLEGES, 1963

Institution	No. On Fac.	RETIREMENT BENEFITS POLICIES					COLLEGE CONTRIBUTIONS TO INSURANCE PROGRAMS		
		Socl Sec.	Contr by Coll	Faculty Contrib % of Sale	Transfer of Retire Benefits	Pay Int On With Drawn \$	Hosp Surg.	Major Med.	Life Ins.
Bob Jones	(n)	(n)	(n)	(n)	(n)	(n)	100%	n	100%
Citadel	130	yes	yes	3%-\$4800 5%-bal.	w/in SC institu.	no	none	none	none
Clemson	375	yes	yes	3%-\$4800 5%-bal.	w/in SC institu.	no	none	none	none
Coker	29	yes	yes	5%	yes	no	25%	none	none
Charleston	26	yes	yes	3%	no	no	100%	100%	100%
Columbia	40	yes	yes	5%	yes	no	100%	100%	none
Converse	65	yes	yes	5%	yes	no	none	none	none
Erskine	48	yes	yes	5%	yes	no	Blue Cross	none	100%
Furman	97	yes	yes	0%	yes	yes	50%	50%	50%
Lander	32	yes	(n)	(n)	(n)	(n)	??%	??%	??%
Limestone	27	yes	yes	5%	yes	no	none	none	??%
Newberry	47	yes	yes	5%	yes	no	100%		
Presbyt.	(Questionnaire not returned by College)								
U. of S.C.	350	yes	yes	4%	w/in SC institu	no	none	none	none
Winthrop	155	yes	yes	4%	w/in SC institu.	no	none	none	none
Wofford	48	yes	yes	5%	yes	yes	none	50%	none

(n) - indicates question not answered by College

Institution		Plan	No. this yr.	No. Past 5 yrs
Bob Jones	(n)	"helps on trips abroad after 10 yrs svc	(n)	(n)
Citadel	basis-10 yrs. service and permanent disability	6 per yr. @\$3,000; prog is 2 yrs old	6	-
Clemson	15 day sick lv, accum to 90 days; SC wkman compensa.	Prof & Assoc Prof w/6 yrs svc; 50%-6 mos.	1	4
Coker	none (except TIAA coverage)	no leaves w/pay	0	0
Charleston	none-will carry man for one semester w/out sal. reduc.	(n)	0	0
Columbia	none at pres-plans to intro. program soon	(n)	0	3
Converse	no formal plan-at discretion of Bd of Trustees	none-plan now under study	0	0
Erskine	TIAA	no formal plan;some lvs w/partial pay	4	10
Furman	1st 3 months-full pay;beyond 75%,paid by ins co.	now avail to all fac; tradit'l prog soon	3	6
Lander	(n)	(n)	(n)	(n)
Limestone	none	(n)	0	0
Newberry	College pays disabil prem to TIAA (50% of sal,limit 4800) per year	no sabbat.lvs.	0	0
Presbyt.				
U. of S.C.	full pay for no. of months not to exceed by 50% no. yrs. svc	(n)	3	16
Winthrop	sick lv accums up to 90 days	no sabbat. lvs.	0	0
Wofford	full salary to end of aca- demic yr;no policy beyond	no lvs. w/pay	0	0



Institution	Plan	No.	Av. Amt.	No.	Av. Amt.
Bob Jones	Sum Schl. loans 10 yr cancella	(n)	(n)	(n)	(n)
Citadel	Possible remun. for adv study	(n)	(n)	(n)	(n)
Clemson	Fac applies to Basic Res Comm	16	600	25	(n)
Coker	No program	0	0	0	0
Charleston	(n)	0	0	0	0
Columbia	\$3000 annually for Fac Res/Study	6	500	(n)	(n)
Converse	Based on svc. merit of proj need	4	500	(n)	(n)
Erskine	(n)	4	2750	10	5000
Furman	Indiv'l handling	2	1500	6	3500
Lander	No formal load plan-indiv consid.	(n)	(n)	(n)	(n)
Limestone	No program	0	0	0	0
Newberry	Has \$400 summer grants avail.	(n)	(n)	(n)	(n)
Presbyt.					
U. of S.C.	Fac applies to Univ Res Comm	21	647	145	680
Winthrop	No Col funds for Res/Study	0	0	0	0
Wofford	Summer 61 & 62-Col paid \$1000 toward \$1500 cost of Europ. study tours	2	400	10*	400*

\*Last 4 yrs only

Institution	Plan	No. Now Using	
Bob Jones	(n)	(n)	temp loan @ low int; outright gift if emerg
Citadel	pays SC per diem of \$10 to 12.50; trav; regis.	75	no loan prog
Clemson	100% if on prog or officer	(n)	only where needed for Col-related activ; no int
Coker	50% to others, SC per diem pays "small amts" mostly for regional meetings	(n)	no formal plan-based on extenuating circumstances.
Charleston	limit of 50% of expense if officer or on program	(n)	none
Columbia	\$50 per yr per fac member	20	none
Converse	gen'ly-1 reg'l meet per yr; dept chmen-also 1 nat'l.	40	none
Erskine	if on prog-100%; others- travel exp and registra	(n)	part of cur salary may be advanced; no int
Furman	if on prog-100%; others- no under 50%	65	none
Lander	"some funds" budgeted for such expenditure	(n)	none
Limestone	pays up to \$100 per fac member	(n)	loans on request @ no int
Newberry	if on prog-100%; others- 50%; no freq limit	12-15	none
Presbyt.			
U. of S.C.	if on prog-100%; others- 50%, SC per diem limit	150	fac avail for loans to \$1000 @ 5% per yr
Winthrop	(n)	40-50	none
Wofford	transp; addl payt if on prog; mostly for regl	30	granted if need & capac to repay demonstrated; few are used



Institution	Plan	No. now Using	Avail	Part of Number		
				Salary	Using	
Bob Jones	free ed for fac & staff children	(n)	yes	yes	(n)	Free-AF, SpEv, Nursery;
Citadel	No plan now; request before Legis.	-	yes	yes	95	Reduc Pr-Con, Univ. stores Free-AF, Lec; Reduc pr,-SpEv
Clemson	no plan now; request before Legis.	-	yes	yes	100	Free-AF, Lec; Red Pr-Con, SpEv
Coker	Tuit.allowed; memb Tuit Exchg	2	yes	no	4	Free-all activ except benefits
Charleston	Tuit & fees allowed (\$565 per yr)	0	yes	yes	1	Free-SpEv
Columbia	Tuit; Wof-Col exchg; memb Tuit Exhg	(n)	no	-	-	Free-Con, Plays
Converse	Member Tuit Exchg	(n)	yes	no	1	Free-AF, Music programs
Erskine	Full tuit at Ersk	7	yes	no	8	Free-AF, SpEv, Con, Lec
Furman	Tuit at Fur (\$750);	5	yes	no	10	Free-Con, Plays, Reduc pr - SpEv
Lander	no policy	-	yes	(n)	(n)	All functions free
Limestone	full tuit at Lime	(n)	yes	(n)	(n)	All functions free
Newberry	free for all	7	no	-	-	Free- Con, Reduc pr-SpEv
Presbyt.						
U. of S.C.	full tuit at USC (\$75 per semes)	50	no	-	-	Free-Con, Reduc pr-SpEv
Winthrop	no policy	-	yes	no	16	Free-Con, Lec, AF, Movies
Wofford	Full tuit (\$790); Wof-Col exchg; Memb Tuit Exchg (few credits avail)	(n)	no	-	-	Free-Con, Lec, Reduc pr-SpEv

Con - Concerts  
Lec - Lectures

SpEv - Sports Events  
AF - Athletic  
facilities

March 6, 1969

TO: Members of the Faculty Senate  
FROM: Gene Park, President

The next meeting of the Senate will be

Tuesday, March 11

4:15 p. m., Olin Auditorium.

On the agenda are:

- (1) The consideration of the Admission and Scholarship Committee's recommendation regarding the Pass-Fail proposal.
- (2) Consideration of the Admission and Scholarship Committee's recommendations on a resolution regarding elimination of Saturday classes.
- (3) The Policy Committee's report on a proposal to change the University policy on the giving of final examinations.
- (4) Any other outstanding committee reports that may be ready.
- (5) Announcements.

PLEASE MARK YOUR CALENDAR!

Note: Elections will soon be held in the various schools and colleges to fill vacancies on the Senate. The new Senators will take their seats at the April meeting - the last of this school year. The nominating committee will have a slate of officers to present to you in advance of the April meeting at which the officers are elected. Remember, too, that our new system of nominations does not preclude nominations from the floor.

Gene Park

*Gene Park*



## MINUTES OF THE FACULTY SENATE

March 11, 1969

The Clemson University Faculty Senate held its regular monthly meeting on March 11, 1969, in Olin Hall Auditorium, with President Eugene Park presiding. The meeting was called to order at 4:15 p.m. President Park announced that election of officers would be held at the next Senate Meeting and that the Executive Committee would distribute its nominations to the Senate members before the next meeting. The appointment of J. V. Reel to the Committee on Committees replacing J. G. Dinwiddie was announced. President Park suggested that Senate members be considering the possibility of holding one meeting of the Faculty Senate during the Summer Sessions. He announced that the forms for student evaluation of faculty members had been printed and were ready for distribution.

J. L. Idol, Jr., of the Admissions and Scholarship Committee, presented a resolution providing for the establishment of a pass-fail system at Clemson. This resolution provides that juniors and seniors, with the approval of their advisor, may elect one course each semester for a maximum of 14 semester hours from their electives to be taken under this system. Credit earned will apply toward graduation, but not in the computation of the grade-point ratio. The grade of C or better must be earned in order to receive the "pass". Two years after the initiation of this system, there will be a review and evaluation. After some discussion involving anticipated problems to be encountered in various departments, the resolution was adopted by a vote of 25 to 8.

Another report from the Admissions and Scholarship Committee was presented by J. L. Idol, Jr. regarding the committee's deliberations involving the elimination of Saturday classes. Taking into consideration that this question had been studied last year as a part of a more general problem, with no recommendation being made, and the fact that the primary function of the University is to bring together students and faculty in an exchange of ideas, the committee did not endorse the idea that Saturday classes be eliminated. After much discussion, a motion was made by S. M. Lukaweki that the Senate go on record in favor of the elimination of Saturday classes. This motion passed by a vote of 23 to 8.

S. M. Lukaweki, Chairman of the Committee on Policy, reported that the committee was opposed to the proposal currently under study to change the University policy on the giving of final examinations, but would consider an alternate proposal to be presented at the next Senate meeting.

E. B. Rogers called to the attention of the Senate an excerpt from the February Wall Street Journal concerning civil disobedience in a democratic society which he had distributed and announced that he will propose at the next meeting that it be made a part of the Faculty Senate minutes and given distribution as such.

A resolution recognizing the service of Dr. Hugh H. McGarity, now retired after twenty-one years as a member of the faculty of Clemson University, professor and director of the Clemson University Glee Club, expressing the appreciation

C O P Y

of the Senate, and resolving that he be given credit as the composer of the music for the Clemson alma mater, was passed unanimously.

D. W. Lyons, Chairman of the Welfare Committee, distributed copies of a study of salary scales in the colleges and universities of South Carolina.

The terms of office of the following members of the Faculty Senate expire this semester: J. K. Reed, S. M. Lukawecki, M. G. Miller, R. F. Nixon, Eugene Park, Herbert Brantley, D. W. Bradbury, R. F. Nowack, J. H. Marvin, and B. J. Todd. President Park announced that the membership of the Faculty Senate for the next academic year will be increased from 39 to 48, with the College of Liberal Arts having the greatest representation, number 10, followed by the College of Mathematical and Physical Sciences with 9, and the College of Engineering with 8. The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Robert F. Nixon, Secretary

Absent: J. K. Reed, J. R. Warner, D. L. Handlin, Herbert Brantley, and J. N. Thurston.



A RESOLUTION PRESENTED TO THE CLEMSON UNIVERSITY FACULTY SENATE AT ITS  
REGULAR MEETING FEBRUARY 11, 1969

RESOLUTION: Beginning with the Fall Semester, 1969, no classes shall be scheduled to meet on Saturdays during fall and spring semesters.

JUSTIFICATION:

1. Many legitimate activities, both academic and extracurricular, interfere with attendance and effectiveness of classes meeting on Saturday, such as:

a. Graduate record exams and in-training professional exams, which are taken by a significant number of seniors;

b. Friday night activities preventing preparation for Saturday classes (dances, special events. Saturday classes are now suspended on Homecoming weekend);

c. Class cuts taken on Saturday reduce the effectiveness of teaching in those classes. There are usually more students absent on Saturday than during weekdays. Further, with the recent increase in the allowable number of class cuts, it is possible to have an average of only 2/3 of the students in attendance on Saturday. This situation usually results in either (1) slowing down of the progress made in the course due to repetition of subject matter, or (2) students missing important material. The fact remains that students are responsible for making up on their own any work missed due to cutting a class; however, in most cases, this procedure is not practiced effectively.

2. Some field trips which are now scheduled during the week could be scheduled on Saturday and thus avoid causing students to miss class.

3. Professional society meetings in the area are usually held on Friday night. Faculty members are sometimes prevented from attending those meetings because of returning late on Friday night and having to meet early morning Saturday classes.

4. Having Saturday classes does not help in recruiting professional staff, when most other universities as well as industries do not require regularly scheduled Saturday work.

ALTERNATIVE CLASS SCHEDULES:

Some possible class schedules to accommodate this resolution are:

1. Employ the so called scrambled schedules, with three semester hour courses meeting Tuesday and Thursday morning, and Friday afternoon, or Tuesday and Thursday for an hour and a half.

2. Schedule lecture classes in afternoons, perhaps with labs meeting 2-5 pm instead of 1-4 pm.

3. Schedule labs on Tuesday and Thursday mornings to accommodate lecture classes in the afternoon hours.

March 1968

The subcommittee of the Faculty Senate Admissions and Scholarship Committee has met and discussed the desirability of eliminating Saturday classes.

The evaluation of this practice was divided into advantages and disadvantages to students and to the faculty - keeping as the criteria pedagogical soundness. A summary of these items is here presented:

#### STUDENT

##### Advantages:

- (a) Inspire fewer class cuts
- (b) Provide for longer period of rest and relaxation
- (c) Avoid commuting for just one class.

##### Disadvantages:

- (a) Necessity of 1 1/2 hour classes and long interval between Thursday and Tuesday classes
- (b) Crowd morning hours with little break
- (c) Provide free time and mass exodus from Friday noon to Sunday evening
- (d) Require night classes since late afternoon hours are presently being used.

#### FACULTY

##### Advantages:

- (a) No gross lack of support of services as presently experienced on Saturdays
- (b) Provide a "day off" although this might better be a day within the week as arranged by scheduling within the department.

After much discussion and evaluation of comments, it was the unanimous feeling of the subcommittee that it is inadvisable to eliminate Saturday classes.



REPORT FROM THE COMMITTEE ON ADMISSIONS AND  
SCHOLARSHIP - FACULTY SENATE FEBRUARY 25, 1969

This committee reconsidered the pass/fail system previously reported to the Faculty Senate. It was the feeling of the committee that the recommendation should be stated in general terms with provisions made for review at a later date.

RECOMMENDATION:

A pass/fail system shall be established at Clemson University. Juniors and Seniors, with the approval of their faculty advisor, may choose one course each semester (maximum 14 hours) on a pass/fail basis. This course may be chosen only from the electives. Credit earned will apply toward graduation but will not be computed into the grade point ratio. A passing grade shall be equivalent to a grade of C or better. After operation of the proposed system for a period of two years, a thorough review and evaluation should be undertaken and necessary changes made.

A resolution to eliminate Saturday classes was referred to the Admissions and Scholarship Committee by the President of the Faculty Senate. The committee considered the merits of the proposal in the light of a report to this committee by a subcommittee dated March 1968. The resolution and the subcommittee report are appended to this report for your study before the March 11, 1969 meeting of the Faculty Senate.

## Notable &amp; Quotable

Sidney Hook, professor of philosophy at New York University, writing in the February issue of the Atlantic Magazine on "The War Against the Democratic Process":

It is a striking phenomenon that more has been written about civil disobedience in the last few years than in the entire period of American history which preceded it. But the nature of civil disobedience in the political democratic process has been radically misunderstood by many, and when these misunderstandings are applied to the academic world, the results border on the grotesque.

There are two fundamental misapprehensions about civil disobedience in general which have seriously misled many. The first is the assumption that each law in a democratic community posits as a legitimate question to every citizen whether to obey that law or to disobey it.

What is overlooked is the fact that, except on rare occasions, the prior allegiance of the democrat is to the legitimacy of the process by which the law is adopted. There is always, to be sure, a moral right to reject the whole democratic process on revolutionary or counterrevolutionary grounds, but we are now speaking of civil disobedience in a democracy. The democrat cannot make an issue of obeying or not obeying every law without repudiating the principle of majority rule and the democratic process to which that rule is integral. It is only on a matter of the gravest moral importance that he will be civilly disobedient, and the limits of his civil disobedience, if he wishes to remain a democrat and operate within the democratic system, will be drawn at that point in which the consequences of civil disobedience threaten to destroy the democratic system. . . .



- 2 -

An analogy may make this clear. In the ethical universe of discourse and behavior, we assume that the truth must be told. But only a fanatic will assume that we must tell the truth all the time; and we can all conceive of circumstances in which a moral man will tell a lie.

The trouble with much of the literature on civil disobedience is that in recognizing that it is sometimes justifiable, it does not recognize the presumptive validity (not wisdom) to a democrat of laws passed by means of the democratic process. (Whoever, like Thoreau, says that as an individual he will obey society's laws when he can benefit by them but will not accept its laws when they limit his freedom of action or offend his conscience is a freeloader.)

The second misconception <sup>of</sup> civil disobedience has far more dangerous fruits. The civilly disobedient democrat violates the law and accepts punishment in order to bear witness, to re-educate the majority by provoking them to second thoughts. Having failed to persuade his fellow citizens about the wisdom or justice of some measure by using all the methods open to him through the democratic process, he cannot honestly use civil disobedience as a strategy to prevent the majority of his fellow citizens from achieving their ends.

A citizen may refuse to pay a tax which he regards as morally objectionable and go to jail to bring about the repeal of the tax; he has no right to prevent others from paying it. A student may refuse to take a course required of him and may suffer the consequences; he has no right to prevent other students who wish to take it from doing so. He may even strike and urge other students to join him, but he has no right to prevent his fellow students from attending class if they so desire.

- 3 -

What I particularly wish to challenge is the application of the principles of civil disobedience to the university as fundamentally misconceived. The university is not a political community. Its business is not government but primarily the discovery, publication, and teaching of the truth. Its authority is based not on numbers or the rule of majority, but on knowledge. Although it can function in a spirit of democracy, it cannot be organized on the principle of one man, one vote, or, if it takes its educational mission seriously, of equal vote for student and faculty in the affairs of the mind or even with respect to organizational and curricular continuity. The fact that a society is politically organized as a democracy does not entail that all its other institutions be so organized—its families, its orchestras, museums, theaters, churches, and professional guilds.

. . . The assumption of a political democracy is that there are no experts in wisdom, that each citizen's vote is as <sup>good</sup> ~~good~~ as any other's. If we make the same assumption about universities, and define a citizen of that community as anyone who functions in any capacity on the campus, we may as well shut up educational shop . . .



## RESOLUTION

Whereas, Dr. Hugh H. McGarity served the peoples of South Carolina, and more specifically the thousands of students that he has taught and influenced during his twenty-one years as a member of the faculty of Clemson University, professor and director of the Clemson University Glee Club.

Whereas, Dr. McGarity has now been retired from these duties of service, we do hereby acknowledge our appreciation for his ability, talent, and fellowship with him, and do hereby recommend that the title of Professor Emeritus be bestowed upon him; and furthermore, we resolve that Dr. Hugh H. McGarity be given credit now, and in the future, and always be recognized as the composer of the music for our alma mater at Clemson, along with Mr. Albert Cleveland Corcoran, who composed the words of our alma mater.

Dated this tenth day of March 1969.

*(Underlined portion not included in resolution as adopted)*

**AAUP SOUTH CAROLINA STATE CONFERENCE STUDY OF SALARIES**  
**TABLE I. RANGE OF SALARIES IN ELEVEN COLLEGES AND UNIVERSITIES IN SOUTH CAROLINA**

Part I. For academic year 1967-1968 (9-10 month basis)

<u>PROFESSORS</u>						<u>ASSOCIATE PROFESSORS</u>				
	<u>No.</u> *	<u>Max.</u>	<u>Min.</u>	<u>Med.</u>	<u>Mean</u>	<u>No.</u> *	<u>Max.</u>	<u>Min.</u>	<u>Med.</u>	<u>Mean</u>
1.	7	13200	8800	10800	11870	15	10800	8500	9500	9693
2.	a 9	12000	8500	11000	10678	21	11000	7000	9000	8748
3.	ab 84	25000	12400	-----	15041	101	16000	9598	-----	12250
4.	b 13	13500	9000	12000	11862	14	11400	9000	10000	10214
5.	7	12500	9050	11414	10775	3	10000	8750	9333	9375
6.	b 67	21006	7848	13000	13782	132	15318	8010	11700	11291
7.	b 13	13625	9000	11600	11623	5	10750	7350	9500	8950
8.	b 11	13000	9500	11191	11250	15	13000	9500	10797	11250
9.	13	11000	7800	10350	9988	10	10650	7800	8800	8848
10.	8	10500	7800	9000	9060	14	10250	5885	8000	8000
11.	8	12000	8000	11500	10750	17	12000	8000	9000	9500

\* Number of teachers involved.

a. Salaries paid on 11 or 12-month basis shown in Part II on next page.

b. Includes distinguished professorships or endowed chairs.



<u>ASSISTANT PROFESSORS</u>						<u>INSTRUCTORS</u>					
		<u>No.</u> *	<u>Max.</u>	<u>Min.</u>	<u>Med.</u>	<u>Mean</u>	<u>No.</u> *	<u>Max.</u>	<u>Min.</u>	<u>Med.</u>	<u>Mean</u>
1.		11	8900	7500	8500	8227	5	8300	6100	6800	7100
2.	a	37	9500	6600	7800	7778	25	9000	6200	7000	7248
3.	ab	145	14300	7600	----	10003	153	11500	6000	-----	7654
4.	b	24	10800	7700	8800	8763	3	6200	6500	7000	6900
5.		16	9400	6500	7806	7950	1	6500	6500	6500	6500
6.	b	114	13608	6804	10300	9838	39	9000	6516	7500	7600
7.	b	10	9250	6800	8750	8365	5	7900	6000	6800	6900
8.	b	29	11500	6500	8486	9000	9	9750	6000	7037	7875
9.		15	9500	6500	7100	7532	5	6850	6000	6300	6430
10.		13	8400	5500	7200	6969	7	7150	6100	6400	6557
11.		25	10500	7500	8000	8272	9	7700	5500	7300	7167

\* Number of teachers involved.

a. Salaries paid on 11 or 12-month basis shown in Part II below.

b. Includes distinguished professorships or endowed chairs.

Part II. Salaries paid on the basis of 11 or 12 months

<u>PROFESSORS</u>						<u>ASSOCIATE PROFESSORS</u>				
2.	10		11500	13000	12930	3	9200	9000	9200	9133
3.	17	18810	11. 88	-----	15032	3	13088	10225	-----	12134
<u>ASSISTANT PROFESSORS</u>						<u>INSTRUCTORS</u>				
2.										
3.	3	11657	88.4	-----	10266	3	7558	5726	-----	6862

April 9, 1969

TO: Members of the Faculty Senate

FROM: Gene Park, President

The next meeting of the Senate will be

Tuesday, April 15

4:15 p. m., Olin Auditorium

On the agenda are any reports or recommendations the committees may have, consideration of a resolution of which you have received a copy, announcements, and the election of officers for the coming year.

The Committee on Committees, acting as a nominating committee, presents the following nominees for your consideration. Remember, too, that nominations from the floor are in order.

President: W. C. Capel, J. E. Pearce, J. V. Reel

Vice President: F. C. Alley, W. C. Godley, E. B. Rogers

Secretary: J. L. Idol, Jr., Patricia Wannamaker

Gene Park  
President



Minutes of the Faculty Senate  
April 15, 1969

The Clemson University Faculty Senate held its regular monthly meeting on April 15, 1969, in Olin Hall Auditorium, with President Eugene Park presiding. The meeting was called to order at 4:15 p.m. President Park welcomed the eighteen new members of the Senate, which now has a membership of forty-nine.

Dr. C. E. Littlejohn, Chemical Engineering, addressed the Senate expressing his disapproval of recent resolutions passed by the Senate concerning the five-day academic week and the granting of permission to freshmen to have automobiles on the campus.

President Park reported that the recently-passed resolution in recognition of the services of Professor H. H. McGarity, now retired, has been approved by the administration.

A resolution was presented by M. K. Richardson that the article "Notable and Quotable," an excerpt from the Wall Street Journal, be read into the Faculty Senate minutes and receive distribution as such. A substitute motion that the resolution be sent to the appropriate committee for study was passed by the vote of 27 to 5.

W. C. Capel presented a resolution commending the Board of Trustees, the President of the University, the Deans and other agencies of administration for the even-handedness and fairness of their decisions during the period past, and assuring them of the cooperation of the faculty in the difficult tasks that lie ahead in adjusting the University to new challenges and opportunities in the educational process. This resolution was adopted, with the provision that minor changes be made in its wording. Three other proposals submitted by Capel regarding aid in the secretarial work of the Senate, the appointment of a voting member of the Board of Trustees from the Faculty Senate, and the delegation by the President of the Faculty Senate of certain persons to represent him at various committee meetings, were referred to appropriate committees for consideration during the 1969-1970 sessions of the Faculty Senate.

D. W. Lyons, Chairman of the Welfare Committee, distributed additional comparative studies of fringe benefits available to faculty members in the colleges and universities of South Carolina.

There were no reports from the Committee on Policy and the Admissions and Scholarship Committee.

After President Park expressed his appreciation to the Senate, its officers, and committees, for their service during the past year, the election of officers for the coming year was held.

The following officers were elected:

President: J. F. Pearce

Vice-President: J. V. Reel

Secretary: Patricia Wannamaker

Members of the Committee on Committees:

W. C. Godley, Agricultural and Biological Sciences

V. S. Hodges, Architecture

B. W. Morgan, Education

J. C. Mullins, Engineering

B. J. Todd, Industrial Management and Textile Science

J. L. Idol, Liberal Arts

J. F. Allen, Mathematical and Physical Sciences

A. S. Prevost, Nursing

After brief remarks by the President-elect, the meeting was adjourned at 5:30 p.m.

Respectfully submitted,

*Robert F. Nixon*

Robert F. Nixon, Secretary

Absent: E. B. Rogers, M. S. Hahn, H. W. Busching, B. J. Todd,  
R. J. Calhoun, L. D. Huff, B. J. Prochaska, G. B. Savitsky



A RESOLUTION

**WHEREAS:** The academic year 1968-1969 was fraught with numerous, even if nebulous, challenges to the authority of the University, and,

**WHEREAS:** Other campuses have experienced disorders of greater or lesser degrees, arising from diverse circumstances, and,

**WHEREAS:** Challenges may, in the future, become more acute and produce grave circumstances on our own campus,

**BE IT THEREFORE RESOLVED:** That the Faculty Senate commends the Board of Trustees, the President of the University, the Deans and other agencies of administration for the even handed and fairness of their decisions during the period past, and assures the Board of Trustees, the President and the administration of the sympathy of the faculty in the difficult tasks that lie ahead in adjusting the University to new challenges and opportunities in the educational process.

A PROPOSAL (1)

The operation of the Faculty Senate has been expanded to the point that considerable secretarial work has to be done in addition to the minutes.

The Senate therefore thinks the time is appropriate for the administration to include in its budget a small appropriation to cover the following:

1. Provision of a regular professional secretary to attend regular meetings and take down and transcribe the minutes.

This secretary would also handle all other correspondence for the Senate, including advance notices of business to be transacted. This secretary need not be full time, of course.

2. Provide for the modest cost of printing and binding the Proceedings of the Senate for each academic year. Such a permanent record could be placed in the Library to provide an historical record which, in time, will prove of value.

In addition, copies of the preceding years Proceedings would be of great value to incoming Senators, and might eliminate considerable overlapping and duplication of effort from one year to the next.

It is respectfully suggested that this proposal be referred to an appropriate committee for study and action early in the next (1969-1970) term of the Senate.



## A PROPOSAL (2)

For a period of years it has been customary for the President of the Faculty Senate to attend the meetings of the Board of Trustees in the capacity of an observer.

In certain other institutions members of the faculty, and in some cases students, are represented on the Board as voting members.

It would appear that the time has now come when the Board of Trustees might consider it appropriate to expand its representation. We, the Faculty Senate, respectfully request that a member of the Faculty Senate (either the President or a person specifically appointed to the post with the advice and consent of the Senate) become a voting member of that body.

It is respectfully suggested that this proposal be referred to an appropriate committee for study in action early in the next (1969-1970) term of the Senate.

During the past years the office of President of the Faculty Senate has been expanded to include membership on many Committees. Often such membership accrues by virtue of the office. Many of these memberships are more of a ceremonial nature than active, but courtesy dictates that the person occupying the role of President attend. As a consequence, the person selected as President of the Senate finds that, in effect, he is so completely absorbed in meetings of one kind or another that his personal teaching and research is seriously affected.

This might be an appropriate time to consider the possibility of revising the Constitution (should this be necessary) to permit the Senate to delegate persons to serve on certain designated committees. Such an arrangement, in addition to freeing the President from some onerous chores, might enable the Senate to have a better understanding of the operation of these committees, especially if the representative to them could prepare and distribute a written summary of the work of the committee and its actions.

The above might contribute materially to the understanding of issues by the Senate, and in no way denigrate the power of the President.

It is respectfully suggested that this be referred to an appropriate committee for consideration in the 1969-1970 sessions of the Faculty Senate.



SURVEY OF FRINGE  
BENEFITS AVAILABLE TO FACULTY

Compiled by the  
Welfare Committee  
Faculty Senate  
Clemson University  
1969

Welfare Committee members:

D. W. Lyons (Chairman)  
F. C. Alley  
J. V. Brawley, Jr.  
W. C. Capel  
J. F. Dickey  
M. G. Miller  
Marshall Han  
J. C. Mullins  
M. K. Richardson  
J. R. Warner

NAME	NO. FACULTY	UNIVERSITY CONTRIBUTION	FAC CONTRIBUTION AS PERCENT OF SALARY
U. of Fla.	2241	6.25%	6.25%
U. of Va.	900	15% of salary over \$5,800	5%
U. of Miss.	533	4½% of salary up to 15,000 annually	4½% up to \$15,000 annually
U. of Ark.	700	6% max.	their choice
Ca. State	535	8.5%	6%
Miss. State	525	4½% of salary up to \$15,000 annually	4½% up to \$15,000 annually
I. of S. C.	444	7½%	4% of first \$4800 and then 6%
La. Tech	564	8.5%	6%
I. of Tex.	1145	6%	6%
UT	--	none	optional up to 7%
U. of Ga.	1900	--	6%
Wisconsin	530	7½%	4% of first \$4800 and then 6%
Wash. Univ.	1360	matches employee contrib.	4.5% of first \$4800



CAN RETIREMENT BENEFITS  
BE TRANSFERRED (PURCHASED)  
INTO THE SCHOOL PROGRAM.

RATE OF INTEREST PAID  
IF RETIREMENT FUNDS  
ARE WITHDRAWN

71  
ARE FACULTY  
ON SOCIAL SECURITY

5 after 10 years  
10 after 15 years

Approx. 5%

no

YES

none

yes

only from with state

2.0%

yes

yes

---

yes

transfer up to 10 years  
after 5 years Ga.  
employment

0 - 3½% depending  
on length of  
service

yes

only within state

approx. 1%

yes

YES

2 %

yes

after 5 yrs. in state may  
transfer ½ time in state  
years up to 10 yrs. max.

0-5 yrs.- 0%  
5-15 yrs- 3/4% to 3½%  
15+ yrs.- 3½%

yes

after 10 yrs. in state can  
transfer up to ½ of yrs.  
in state

2.5%

yes

no

none

yes

after 5 yrs. in state may  
transfer ½ of instate yrs.  
to max. of 10 yrs.

0-5 yrs.- 0%  
5-15 yrs - 3/4% to 3½%  
15+ yrs. - 3½%

2%

yes

follows the same policy  
the other state follows when  
receiving credit from W.VA.

3½%

yes

## UNIVERSITY CONTRIBUTION TO -----

Hospital & Surgical	Major Medical	Life Insurance	Disability Income Policies
none	none	none	faculty pays premium
none	100%	65% to \$35,000	Univ. contributes to a program which pays 60% of salary
40%	40%	40%	faculty pays premium
15%	25%	15%	faculty pays premium
--	--	--	faculty pays premium
40%	40%	40%	-----
none	2%	25%	Univ. pays 25% of premium
\$3 monthly	\$3 monthly	--	faculty pays premium
none	none	none	faculty pays premium
50%	50%	50%	faculty pays premium
41.32%	41.32%	67.39% to \$15,000	faculty pays premium
none	none	100% on term policy equal to one years salary	full retirement after 10 years employment
none	none	none	none



SURVIVOR BENEFITS	OTHER COLLEGE CONTRIBUTIONS IN HEALTH PROG.	TYPE OF PLAN	NO. ON LEAVE	
			This yr.	Last 5 Yrs
up to \$250 per month for life	none	none	none	none
none	Univ. pay 50% of premium on group accident.	none	none	none
terminal pay	none	after 6 yrs, $\frac{1}{2}$ pay for one semester, full pay for $\frac{1}{2}$ semester.	3	30
none	none	---	--	--
mo. salary	none	none	none	none
---	---	$\frac{1}{2}$ pay for 1 semester after 6 mo. or 1 yr. after 12 semesters.	5	25
year salary	workmen comp.	after 6 yrs. 1 pay for 1 yr. of full pay for 1 year.	2	10
none	workmen comp.	none	none	none
to \$8400	none	none	none	none
none	none	after 6 yrs. $\frac{1}{2}$ pay for 1 yr. or full pay for $\frac{1}{2}$ year.	50	200-250
to 3 mo. ary	none	none	none	none
unless over with 20 yrs. service.	none	Prof & Assoc. Prof. full pay for $\frac{1}{2}$ yr. or $\frac{1}{2}$ pay for full yr.	3	2 to 3 per yr.
---	workmens comp.	$\frac{1}{2}$ pay full yr. full pay $\frac{1}{2}$ yr.	none	4

## FACULTY HOUSING

Percent of commercial rate paid by faculty

Amount of College loan to faculty

Univ. Contribution to Tuition of Faculty Children

No. Units

none

none

none

-----

Home Mortgage loans

none

16 houses  
27 apts.

80%

none

100% at U. of Miss,  
if student maintains  
a "C" average

115

75%

none

none

none

-----

none

none

none

-----

none

none

160

100%

none-have  
Credit Union

none

none

-----

none

none

none

-----

none-have  
Credit Union

none

none

-----

none-have  
Credit Union

none

none

-----

none

none

none

-----

none except thru  
credit union

none

120

85 - 90%

none to \$100  
emergency loan  
credit union

none

274

100%



PERCENT OF TRANS-  
PORTATION EXPENSE  
PAID

MAXIMUM  
PER DIEM

TYPICAL NUMBER  
OF ALLOWABLE TRIPS

PERCENT OF TRANS- PORTATION EXPENSE PAID	MAXIMUM PER DIEM	TYPICAL NUMBER OF ALLOWABLE TRIPS
100%	\$10.00	2
100%	\$8.00 for meals plus housing	2
	\$16.00	
100%	\$5.00 for meals plus housing	2
100%	actual expense	not specified
50 to 100%	\$12.50 in state \$16.00 out of state	not specified
100%	actual expense	not specified
100%	\$14.00 in state \$17.00 out of state	unknown
usually 50%, sometimes 100%	\$23.00 out of state \$21.00 in state	not specified
100%	actual expense	not specified
varies from taken to complete	\$12 in state \$16 out of state	not specified
varies but generally 100%	\$35	not specified

TYPE OF FUNDED PROGRAMS	AMOUNT OF FUNDS PER YEAR	NO. OF FACULTY RECEIVING FUNDS
If proj. has direct benefit to the Univ. some may be sponsored	-----	-----
(1) In session grants (2) Summer grants	(1) \$6,000 (2) \$60,000	(1) 40 (2) 35
none	none	none
-----	-----	-----
Departmental Development	\$135,000	28
none	none	none
Some state funds	\$20,000	20 - 25
none	none	none
-----	-----	-----
-----	-----	-----
Have with 1/3 to 1/2 by occasionally granted	-----	3 to 5
-----	-----	-----



# ATHLETIC AND RECREATION

## PERCENT REDUCTION IN ATHLETIC EVENT FEES

## PERCENT REDUCTION IN CONCERT FEES

## OTHER FACILITIES AND FUNCTIONS

50%	50%	none
Football 31% Basketball 20%	none	none
50%	50%	free swim pool; low cost golf course.
50%	none	free swimming pool & tennis
none	student rates	none
approx. 50%	none	none
50% except Clemson game	$\frac{1}{2}$ to free	Bell "Y" comp
50%	none	none
88%	88%	free gym, pool
50%	student rates	-----
66.6%	50%	free swimming, tennis
60%	none	none
60%	10%	swimming pool field house

